

Doc. 300.1.2

Higher Education Institution's Response (Program of study)

Date: 1 September, 2020

- Higher Education Institution:
Philips University

- Town: **Nicosia**

- Programme of study
Name (Duration, ECTS, Cycle)
Νομική, 4 χρόνια, 240 ECTS

In Greek:

Νομική

In English:

Law

- Language(s) of instruction: **Greek**
- Programmeme's status: Choose Status



The present document has been prepared within the framework of the authority and competencies of the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, according to the provisions of the “Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Laws of 2015 to 2019” [N. 136 (I)/2015 to N. 35(I)/2019].

A. Guidelines on content and structure of the report

- *The Higher Education Institution (HEI) based on the External Evaluation Committee's (EEC's) evaluation report (Doc.300.1.1) must justify whether actions have been taken in improving the quality of the programme of study in each assessment area.*
- *In particular, under each assessment area, the HEI must respond on, without changing the format of the report:*
 - *the findings, strengths, areas of improvement and recommendations of the EEC*
 - *the deficiencies noted under the quality indicators (criteria)*
 - *the conclusions and final remarks noted by the EEC*
- *The HEI's response must follow below the EEC's comments, which must be copied from the external evaluation report (Doc. 300.1.1).*
- *In case of annexes, those should be attached and sent on a separate document.*

1. Study programme and study programme's design and development

(ESG 1.1, 1.2, 1.8, 1.9)

Philips University appreciates both the positive comments and the constructive recommendations given by the External Evaluation Committee (EEC) in its Evaluation Report dated 19 August, 2020. We thank the EEC for their cooperation. We also provide as Appendix supplementary documents which were sent to the EEC upon their request, during the visit which we deemed necessary for certain clarifications on the part of the Law Department of Philips University and which had to do with the following issues (**please see attached APPENDIX I**):

- (a) During the evaluation, it was realized that the EEC members had the misunderstanding that we offer two programme of Law (one in the Greek Language addressed to Greek and Cypriot students and one in the English Language addressed to International students). To avoid this misunderstanding, Philips University immediately after the evaluation session was completed, sent a clarification and confirmation certifying and stating clearly that Greek will be the only language of instruction of the programme, and that the programme, based on programme in Greek Law Schools, is addressed to Greek and Cypriot students and not to International students. Please note that the English version which was in the possession of the EEC was a pure translation of the Greek programme following the rules and regulations of the Cyprus Agency of Quality and Accreditation in Higher Education (CYQAA).
- (b) In addition to the clarification certificate the following documents were also sent to the EEC: annual performance evaluation system, monitoring review, learning outcomes, teaching and learning methods, intellectual skills, practical skills, transferable skills and personal qualities, and assessment methods etc. which by themselves answer a number of questions which were raised by the EEC in their report.

The University has accepted, has adopted and has already implemented the recommendations of the EEC, as follows:

STRENGTHS

1.2 Design, approval, on-going monitoring and review

EEC: The content of the programme of study, the assignments and the final exams correspond to the appropriate level as indicated by the European Qualifications Framework.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

1.2 Design, approval, on-going monitoring and review

EEC: There is a lot of good energy at the mid-tier level of the law school. This is evident in the design and involvement of programme. Policies and structure that ensure learning outcomes are met.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

1.2 Design, approval, on-going monitoring and review

EEC: The programme of study integrates theory and practice in its programme design and teaching and learning

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

1.2 Design, approval, on-going monitoring and review

EEC: Complete Greek Law degree leading to relevant qualification. Student-led teaching.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

EEC: There are mechanisms for designing, approving, monitoring and periodically reviewing the programme where students and employers are also involved.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

1.2 Design, approval, on-going monitoring and review

EEC: “The programme is designed to mainly satisfy the academic and professional requirements of law education in Greece. It satisfies the EQF and the Council of Europe’s purposes of higher education. The learning outcomes and transferable skills are in line with those of the University and correspond in general to those required by a law degree....”.

PHILIPS UNIVERSITY: The University is gratified with the above positive findings of EEC.

EEC: There is a lot of good energy at the mid-tier and junior level of the law school. This is evident in the design and involvement of programmes, policies and structures that ensure learning outcomes are met.

PHILIPS UNIVERSITY: The University is gratified with the above positive findings of the EEC.

AREAS OF IMPROVEMENT AND RECOMMENDATIONS

1.1 Policy for quality assurance

PHILIPS UNIVERSITY: The University has developed and has put into effect a comprehensive Quality Assurance Policy (**APPENDIX VIII**).

1.2 Design, approval, on-going monitoring and review

EEC: The way this degree is structured makes it a Degree on Greek law only (with some optional modules on Cypriot law). It cannot be offered in any language other than Greek and in language other than Greek.

PHILIPS UNIVERSITY: It is clarified that this Law programme is only **ONE Law programme of study** based on Greek law, with additional electives on Cypriot Law, which is taught only and entirely in Greek, and **only ONE degree is on offer**, and it consists of:

- (a) Core courses (240 ECTS)
- (b) Greek Law and Cypriot Law Elective courses (40 ECTS)

1.2 Design, approval, on-going monitoring and review

EEC: Although the programme of study in question reflects that of a Greek Law School, it is not in line with other European and International practice in its current form.

PHILIPS UNIVERSITY: The reason that the programme reflects those programmes of Greek Law Schools, which we consider as being in line with European practices, is that the programme is addressed to Greek and Cypriot students, therefore has to be recognized by the official Qualifications' Recognition Body of Greece (DOATAP). For this reason, it has to be equivalent to the Law programmes offered at Greek Universities. Such programmes are also accepted in Cyprus and the European Union countries.

1.2 Design, approval, on-going monitoring and review

EEC: There was no evidence that the wider academic community is involved in the shaping and monitoring of the implementation of the strategies.

PHILIPS UNIVERSITY: The University has developed procedures for involving stakeholders in developing and reviewing programmes of study, whereby students are also being involved within the framework and procedures of internal quality assurance. In addition, in each School of the University there is an Advisory Board, consisting of stakeholders.

The academic staff, including previous faculty members and visiting faculty members of a wide range of Universities of Greece (Kapodistrian, Crete, Economic School of Athens, Thessaloniki, Demokriton etc.) have been actively involved in the creation and further development of our Greek Law programme.

1.2 Design, approval, on-going monitoring and review

EEC: No evidence has been provided as to the involvement of such stakeholders in the development of the Department's strategy. In particular, there does not appear to be any input from the Cypriot Bar.

PHILIPS UNIVERSITY: The former Attorney General of the Republic of Cyprus, the Honourable Mr. Petros Clerides, who was present in the EEC meeting as a member of the academic staff, was a major contributor to the content and the syllabi of the Law programme.

1.2 Design, approval, on-going monitoring and review

EEC: It has to be made clear that only ONE degree is on offer namely that which is taught in Greek and that there is no alternative degree in English.... Finally, there needs to be some measures for the type of degree / apolytirio or other qualification required for admission.... which requires proof of Greek native language skills.

PHILIPS UNIVERSITY: In compliance with the above recommendation, the University is making clear and is confirming that there is only **ONE Law programme of study** based on Greek law, with additional electives on Cypriot Law, which is taught only and entirely in Greek, and **only ONE degree is on offer**. We note that this was already indicated at the external examination sessions, after the relevant misunderstanding was discussed. As mentioned above, during the examination sessions, two documents were submitted by the University stating and clarifying that there is only ONE law programme taught in Greek.

Since the EEC did not recommend any changes or modifications or additions to the curriculum or to the courses of the programme, the programme has the following structure:

(a) Core courses (240 ECTS)

(b) Greek Law and Cypriot Law Elective courses (40 ECTS)

The complete curriculum appears in APPENDIX VII.

In addition, the admission requirements are in line with the law of private universities, and they were approved by CYQAA within the framework of institutional, departmental and other programmes of study evaluations. They are also, as EEC recommended, the same to those of other Social Sciences programmes offered by the University (e.g. BA in Public Relations and Communications), already approved by CYQAA.

However, implementing further the recommendation of the EEC, and in order to secure quality students for the Law Programme, Greeks and Cypriots whose native language is Greek, the University has added for the Law Programme the following additional admission criterion: **“The minimum average grade in the high school leaving certificate (Apolysterion) is 16/20. Those applicants who have lower grade average, have to go through a personal interview and the University's Placement Test to demonstrate potential to pursue and complete the Programme”.**

1.3 Public information

EEC: It is unclear which society is in question here. Given that the law school operates in Cyprus, Cypriot society is not served here to a great degree, since its intended audience is predominantly, if not wholly, from mainland Greece.

PHILIPS UNIVERSITY: The Cypriot graduates of our Law programme are well equipped and prepared to practice in Greece or Cyprus, and any other European Union country. It is noted that the majority of Cypriot Lawyers, members of the Pancyprian Law Society, are graduates of Greek Universities i.e. of Law programmes similar to the Philips University's Law Programme.

1.3 Public information

EEC: There was a lot of confusion as to what precisely the offering was.

PHILIPS UNIVERSITY: The University in its effort to avoid any further confusion, immediately after the evaluation session was completed, sent to the EEC a clarification document stating clearly that Greek is the **ONLY** language of instruction and the Greek Law programme is the **ONLY** programme submitted for evaluation.

1.3 Public information & 1.4 Information management

EEC: It was being advertised as a general law degree that is taught in both Greek and English...

PHILIPS UNIVERSITY: In compliance with the above recommendation, the University is making clear and is confirming that there is only **ONE Law programme of study** based on Greek law, with additional electives on Cypriot Law, which is taught only and entirely in Greek, and **only ONE degree is on offer**. We note that this was already indicated at the external examination sessions, after the relevant misunderstanding was discussed. As mentioned above, during the examination sessions, two documents were submitted by the University stating and clarifying that there would be only ONE law programme taught in Greek.

Since the EEC did not recommend any changes or modifications or additions to the curriculum or to the courses of the programme, the programme has the following structure:

(c) Core courses (240 ECTS)

(d) Greek Law and Cypriot Elective courses (40 ECTS)

The complete curriculum appears in APPENDIX VII.

No formal advertising has taken place, since the programme is still under evaluation. Upon accreditation of the programme, the University is committed that all pertinent announcements to the public will make it clear that the only language of instruction is Greek, as recommended by the EEC on page 9 of the document 300.3.1.

2. Teaching, learning and student assessment (ESG 1.3)

STRENGTHS

EEC: During the onsite visit, we have been impressed by the willingness and ability of certain members of staff, in particular younger ones, to respond effectively to questions and suggestions and their ability to demonstrate understanding of the modern educational experience that a student should receive

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

EEC: The CVs of existing staff demonstrate sufficient evidence of appointed academic staff having prior and relevant teaching and research experience in Greek Law Universities and are members of professional Law organizations. Research expertise and publication records are relevant in the Law programme of study. There are currently 10 academic staff in which 3 of them are visiting professors. The ranking spread is appropriate.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

EEC: The law school shows willingness to adopt and learn how to manage student learning in a way that is different of the experience of Greek public universities. This is a significant first step and the design of policies is an excellent curve.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC.

AREAS OF IMPROVEMENT AND RECOMMENDATIONS

2.3 Student assessment

EEC: Best practices in assessments, programme and content design must be sought. Much of the work has already been done... Although there is a good paper trail, consisting of guidance and policies, it is unclear what assessments exactly relate to (doc. 300.3.1).

PHILIPS UNIVERSITY: In response to the above recommendation of the EEC, the University has broadened and has enriched the assessment methods, both Formative and Summative, which are presented in APPENDIX VI). Assessment is viewed as a process of gathering evidence to make decisions for a variety of purposes, including learner's attainment of educational outcomes and teachers' effectiveness. Programme evaluation is a systematic methods of assessment related to the desire implementation or outcome of an educational innovation or programme.

Formative assessment is designed to inform students and instructors about a student's understanding of a particular topic, or about achieving particular learning outcomes of the course. In fact, they are low-stakes or no-stakes exercises during the learning process.

Summative assessments are learning transactions, such as essays, examinations, projects, etc., which evaluate the student's achievement and form part of the overall student's grading in the course.

As part of its learning and teaching strategy, the Philips Law School aims to ensure that research within the programme team actively informs teaching and curriculum development. The programme responds to the key features of the University's student as producer initiative in the following ways. Discovery, Technology, Research and Evaluation, Student Voice, support for research-based teaching and learning through expert engagement with information resources.

Assessment strategy

A variety of assessment methods are used to test subject knowledge and understanding and to enable students to demonstrate that they have achieved the learning outcomes of the programme. Many modules are assessed, at least in part, by examination which is driven by the professional bodies' requirements. Examinations include traditional unseen papers and pre-released problem questions. Students are also assessed by coursework which includes assignments, individual group presentations and workbooks, and the School has introduced innovative assessed moots in specific modules. Written assignments may be in the form of, for example, an essay, research exercise reflective journal or writing a review. Coursework provides students with an important opportunity to gauge how they are coping with various subject areas and levels of study before having to sit an examination. These methods of assessment allow students to show how they have acquired both legal knowledge and the ability to think critically about the subject, but also allow students to reflect on the feedback for an assessed piece of work and think of ways to improve the quality of their work before sitting an examination at the end of the academic year or attempting another piece of coursework.

The assessment regime also allows students to demonstrate the acquisition of key skills. Written assignments allow students to demonstrate their ability to select, interpret and summarise legal sources and, to reflect the University's Student as Producer ethos, they enable students to engage in the discovery mode of learning by pursuing independent research and developing their own knowledge and understanding. Both written assignments and examinations allow students to show that they have developed their literacy and proficiency in the use of technical legal language as well as having developed their ability to produce a sound argument based on coherence and logic. The development of oral skills and the ability to present a persuasive argument are assessed through presentations and mooting.

3. Teaching Staff (ESG 1.5)

STRENGTHS

EEC: ... the balance between staff engagement, research and teaching, as well as administration is excellent.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC. In addition, the quality of the faculty teaching in the Law Programme was positively commented several times in the EEC Reports. More precisely, on page 20 of the Document 300.3.11.1 it is stated that: "...the Committee considers that all those teaching in the programme are of high calibre", while on page 21 the EEC emphasises that "Teaching is undertaken by staff who are experts in their chosen field".

EEC: Excellent staff-student ratio.

PHILIPS UNIVERSITY: The university is gratified with this positive finding of the EEC. In addition, the quality of the faculty teaching in the Law Programme was positively commented several times in the EEC Reports. More precisely, on page 20 of the Document 300.3.11.1 it is stated that: "...the Committee considers that all those teaching in the programme are of high calibre", while on page 21 the EEC emphasises that "Teaching is undertaken by staff who are experts in their chosen field".

AREAS OF IMPROVEMENT AND RECOMMENDATIONS

3.1 Teaching staff recruitment and development

EEC: Insufficient to-the-point guidance was provided regarding the professional development of teaching staff. We do not feel there is sufficient research mentoring for mid-tier and junior staff and there is no clear plan (apart from personal statements to the contrary) about how they can progress in their research and skills at levels higher than presently.

PHILIPS UNIVERSITY: In response to the above recommendation of the EEC, Philips University has developed a comprehensive faculty development plan (**APPENDIX III**), a detailed Research Policy (**APPENDIX IV**) and a Research Strategic Plan / Milestones (**APPENDIX V**). In addition, it is noted that the CV's of the existing faculty demonstrate sufficient evidence of appointed academic staff having prior and relevant teaching and research in Greek and other Universities, they are members of professional law organizations and they have the appropriate research expertise to provide research mentoring to mid-tier and junior staff.

3.2 Teaching staff number and status

EEC: There are formal procedures for the selection and appointment of staff, it however became clear that these had not been thoroughly followed in the appointment of the staff in place. An open and transparent process is required in order to attract staff of the highest calibre. Publication of the vacancies in local newspapers and the University's website alone is not sufficient.

PHILIPS UNIVERSITY: We agree and adopt the suggestion to publish faculty vacancies abroad as well. However, all recruitments for the faculty of Law were made by the Interim Governing body last year. Since January, 2020 the University follows the recruitment and selection process as stated in the Institutional Charter of the University and in the Internal Regulations, Rules and Policies. Our objective was and is to recruit high caliber academics from Greece and Cyprus who have distinguished in their field and who meet the demanding criteria and proven achievement in the field of Greek and Cypriot Law (**APPENDIX II**).

3.2 Teaching staff number and status

EEC: Should be informed about staff contracts and which full time staff reside in Cyprus... The law school must avoid under all cost to establish a flying law school...

PHILIPS UNIVERSITY: All faculty members teaching in the Law Programme were elected and appointed by the Interim Governing Board of the University, and their contracts were examined recently during the successful Institutional Evaluation of Philips University. As for the 10 full-time faculty teaching in the programme, 10 full-time faculty members and 3 full-time Visiting faculty members reside in Cyprus, and they appear in **APPENDIX VII**.

Faculty recruitment is an on-going process based on the needs of the programme of study, and the University has handled issues pertaining to hiring, training and mentoring junior members for academic entry and for development of a research portfolio in their subject specialization.

The University has developed clear recruitment and promotion policies, which are found in the Institution's Internal Regulations Rules and Policies of the University (**APPENDIX II**). A Faculty Selection Committee, which comprises of permanent and visiting faculty has been formed for the improvement of the recruitment and promotion policies.

3.3 Synergies of teaching and research

EEC: A more clearly articulated research vision with enablers, inhibitors, indicators of success and suitable milestones is needed. How the delivery of high-quality research is to be facilitated is not clear? Although some provision is made re conference travel and some publication costs, the provision of sufficiently ring-fenced research time, research leave, research assistance and adequate library resources (particularly through subscription to expensive proprietary databases) are distinctly lacking. There is no formal research element nor training envisaged in the proposed curriculum.

PHILIPS UNIVERSITY: The University has developed a comprehensive research policy, which appears in the Institution's Internal Regulations, Rules and Policies, which responds and implements all the above recommendations of the EEC (APPENDIX IV). In addition, the University has developed a Research Strategic Plan / Milestones (APPENDIX V), especially for the Department of Law.

According to its Research Policy, the University values and supports research activity by faculty members as reflected by specific incentives such as teaching reduction load, covering expenses for visiting conferences and publishing. In addition, we support junior members for career profession and promotion. Special care is taken to enhance a supportive environment and culture through funding and management.

The University has already appointed a Research Management Committee which comprises of visiting and permanent full-time faculty members, who have a long research record of international publications and research activity. The Research Management Committee implements The Research Policy. Senior faculty is engaged in this process. The Research Centre is headed by Professor John Kaminarides, an internationally established researcher.

The following guidelines are meant to help academics distribute their time accordingly over the year:

- a) Teaching time: 50% - 60%
- b) Research: 20% - 30%
- c) Administration: 10% - 15%

3.3 Synergies of teaching and research

EEC: Research time was not explicitly budgeted for, and as such it does not comply with European and international standards.

PHILIPS UNIVERSITY: As already indicated above, Research occupies 20-30% of the total workload of a full-time faculty member.

The University provides faculty members who are actively involved and excel in research teaching load reduction according to the Research Policy of the University. Requests for teaching load reduction due to involvement in research are submitted to the Chairperson of Department by the pertinent faculty members, substantiated with detailed supporting documentation, well before the beginning of a semester.

Synergies of teaching and research: The faculty members teaching in the Programme have an excellent record of both already published and on-going research. The outcomes of their research are included in the teaching material and bibliography of the pertinent courses and they are presented and discussed in class. In addition, students in advanced courses are assigned with research papers after being introduced to research methodology.

4. Students (ESG 1.4, 1.6, 1.7)

STRENGTHS

EEC: There are excellent mechanisms in place for student progression, completion of studies as well as recognition of prior qualifications.

PHILIPS UNIVERSITY: The University is gratified with these positive comments of the EEC.

AREAS OF IMPROVEMENT AND RECOMMENDATIONS

4.1 Student admission, processes and criteria

EEC: Again, we emphasize the real problem with the lack of focus of the degree and the admission risks this poses.

PHILIPS UNIVERSITY: In compliance with the above recommendation, the University is making clear and is confirming that there is only ONE Law programme of study, which is taught only and entirely in Greek, and only ONE degree is on offer.

Since the EEC did not recommend any changes or modifications or additions to the curriculum or to the courses of the programme, the programme has the following structure:

(a) Core courses (240 ECTS)

(b) Greek Law and Cypriot Law Elective courses (40 ECTS)

The complete curriculum appears in APPENDIX VII.

In addition, the admission requirements are in line with the law of private universities, and they were approved by CYQAA within the framework of institutional, departmental and other programmes of study evaluations. They are also, as EEC recommended, the same to those of other Social Sciences programmes offered by the University (e.g. BA in Public Relations and Communications), already approved by CYQAA.

However, implementing further the recommendation of the EEC, and in order to secure quality students for the Law Programme, Greeks and Cypriots whose native language is Greek, the University has added for the Law Programme the following additional admission criterion: **“The minimum average grade in the high school leaving certificate (Apolysterion) is 16/20. Those applicants who have lower grade average, have to go through a personal interview and/or the University’s Placement Test in the Greek language to demonstrate potential to pursue and complete the Programme”.**

5. Learning resources and student support (ESG 1.6)

STRENGTHS

5.2. Physical resources

EEC: The University has excellent budgetary planning to support all its departments and the law school in particular. The Committee is fully satisfied in this regard.

PHILIPS UNIVERSITY: The University is gratified with the above positive and constructive comments of the EEC.

EEC: Excellent premises that will ensure student and staff satisfaction and budgetary planning to the highest standard.

PHILIPS UNIVERSITY: The University is gratified with the above positive and constructive comments of the EEC.

EEC: The excellent history of Philips College is reflected in the premises and administrative staff structures in its transformation into a University.

PHILIPS UNIVERSITY: The University is gratified with the above positive and constructive comments of the EEC.

AREAS OF IMPROVEMENT AND RECOMMENDATIONS

5.2. Physical resources

EEC: Although the University has made considerable progress in building library and the President telling us that is expected that 30% of the budget will go to this... The biggest expense for a law school is its learning resources... The Library should have core e-books, as well as the key legal databases...

PHILIPS UNIVERSITY: Learning resources and students support services are available apart from access to books and physical resources, the supportive material is available through Moodle VLE which increases the availability and accessibility of the content of the Law programme.

The Library provides digital access to subject resources. Services are available through partnerships with Universities in Greece. The University is a member of Cy Net. There are three IT Labs with the total capacity of 75 workstations creating an appropriate environment resources including MS Teams, MS vision, MS Project, Office 365, Visual Paradigm Mongo OB, Oracle, Matiab, Axure RP, Visual Studio, XAMPP, Android Studio Phone Cap etc.





Philips Library is a member of the consortium of Cyprus Academic Library (CCAL), and is in close association/connected with the Library of the Kapodistrian National University of Athens. Therefore, all their law-specific holdings and law (Greek, Cypriot and other) are available to the faculty and the students of the Department of Law of Philips University, in addition to the rich law collections/databanks at the University (APPENDIX VI).

B. Conclusions and final remarks

The School of Law of Philips University has duly received and appreciates both the positive comments and the constructive recommendations on the LLB (Law) programme of study given by the External Evaluation Committee (EEC) in its Evaluation Report dated 19 August, 2020. The recommendations put forward were constructive, and will certainly assist the School of Law to further improve and develop.

The University has accepted, has adopted and has already implemented the recommendations of the EEC. Although the University has implemented all recommendations, it gave particular emphasis on sub-areas where the rating was “non-compliant”. To this end, the University, as presented analytically in the above sections, has particularly, and not only, fully implemented the recommendations in those sub-areas, so that all sub-areas become “compliant”.

C. Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Prof. Demetrios Natsopoulos	Rector	
Prof. Constantina Shiakallis	Vice-Rector	
Prof. Pavlakis Andreas	Dean, Law School	
Prof. Botsaris Konstantinos	Chairperson, Law Department	

Date: 1 September 2020



APPENDICES



LIST OF APPENDICES

APPENDIX I	Documents submitted-presented to the External Evaluation Committee on 17 August, 2020 (upon completion of the Departmental and Programmatic online evaluation) – <i>please see attached file – Appendix I)</i>
APPENDIX II	FACULTY / STAFF RECRUITMENT, APPOINTMENT AND PROMOTION POLICY
APPENDIX III	FACULTY DEVELOPMENT PLAN
APPENDIX IV	RESEARCH POLICY, REGULATIONS AND PROCEDURES
APPENDIX V	RESEACH STRATEGIC PLAN AND MILESTONES
APPENDIX VI	EXAMINATION AND ASSESSEMENT POLICY
APPENDIX VII	FACULTY/STAFF A. Teaching staff, Qualifications, Teaching Hours B. Biographical Notes
APPENDIX VIII	PROGRAMME CURRICULUM (Κατάλογος υποχρεωτικών μαθημάτων και μαθημάτων επιλογής)
APPENDIX IX	QUALITY ASSURANCE POLICY



APPENDIX II

Faculty/Staff Recruitment, Appointment and Promotion Policy

1.0 FACULTY SELECTION AND APPOINTMENT

Philips University recruits, selects, and appoints faculty with high potential and ability. To this end, Philips University adopts and implements the following procedure:

1.1 Faculty Selection Committee

1.1.1 The pertinent Department designates a Faculty Selection Committee, the task of which is to evaluate the candidates and make recommendations to the Council of Department via its Chair and, consequently, to the Council of School and to the Senate.

1.1.2 The Faculty Selection Committee members are as follows:

- a. The Faculty Selection Committee should consist of the full-time faculty members who hold a higher rank to the one the candidate is considered for, except for the rank of Professor, for which the faculty members should hold the rank of Professor.
- b. The Department Chair designates the Chair and the membership of the Faculty Selection Committee, which should consist of appropriate academic members (based on the nominations received) as per the Philips University Charter.
- c. The Department Chair may designate up to 2 (two) non-voting Department members holding the specialization of the applicant.
- d. The Department Chair may designate external faculty member (s) either from other departments of Philips University or from other academic institutions to participate in the Faculty Selection Committee.
- e. The Council of Department approves the composition of the Faculty Selection Committee.
- f. The Department Chair may invite Student Representatives from the Department Council to participate in the Demonstration Lecture by the candidate.

1.1.3 The evaluation items for each application are:

- a. Specialization or/and professional activities
- b. Teaching experience / skills
- c. Research
- d. References
- e. Publications
- f. Service to the community/society
- g. National/International academic recognition of accomplishment/ achievements
- h. Teaching potential and communicative abilities
- i. Invitations to teach due to reputation/or/and key note speeches
- j. Evidence of effective postdoctoral, graduate and undergraduate supervision where applicable (theses, projects, and internships).
- k. New courses developed; involvement in curriculum development.

1.2 Opening advertising faculty positions, evaluation procedures

- 1.2.1 In January, the Human Resources (H.R.) department notifies the Schools to consider possible faculty openings for the forthcoming academic year.
- 1.2.2 The Department Chair, with the approval of the Council of the Department, identifies vacant positions and forwards them to the School. After consultation with the Rector, the Dean of the School forwards the vacant positions to the H.R. department with a copy to the Rector. Vacant positions should be specific indicating position, desired rank, and specialization.
- 1.2.3 The H.R. department develops the advertising announcement and makes all necessary arrangements for its distribution to the relevant advertising media including local newspapers, higher education journals, University website as well as through Job Search agencies.
- 1.2.4 The advertising vacancy requests that the applicants should send a complete dossier, which would ideally include the following documents:

- a. Cover letter and extended CV that gives details, among others, on teaching, research, publications and service to the community;
- b. A research proposal
- c. Recommendations

1.3 Acknowledgement of receiving application and application evaluation

- 1.3.1 Applications are submitted to the H.R. department, which acknowledges the receipt of the documents and forwards the complete file containing all the documents submitted to the Selection Committee via the Dean of School and the Chairperson of Department.
- 1.3.2 The Faculty Selection Committee reviews and evaluates the applicants' credentials, selects applicants who meet the criteria, eliminates those applicants who are clearly unqualified, and decides on those candidates to invite for an on-campus interview (if possible, up to three candidates will be invited).

1.4 The Faculty Selection Committee through its Chair invites candidates for on-campus interviews.

- 1.4.1 The interview (max. 1.1/2 hrs) for each candidate is composed of two parts: One part is a discussion of the candidate's research and another part is a demonstration lecture (20-30 min) that the candidate presents to the Faculty Selection Committee. The demonstration lecture applies for the ranks of Lecturer and Assistant Professor only.
- 1.4.2 The Faculty Selection Committee evaluates candidates according to the set criteria and makes recommendations according to the policies, as to the acceptability, strengths, and weaknesses of the candidates, by vote decides on the ranking of suitable candidates.
- 1.4.3 The Faculty Selection Committee forwards its report to the Department Chair within two months after the approval of its composition by the Council of Department. The report includes the following information:
 - a. The number of applications received

- b. The criteria used in determining the short list
 - c. The names of persons who are not short-listed, followed by relevant comments
 - d. The names of persons in the short-listed are invited for the interview
 - e. The final ranking of the persons that appear in the short list and the committee's recommendation.
- 1.4.4 The decision of the Departmental Council is forwarded to the Dean within 10 working days after the Chair receives the report of the Faculty Selection Committee and the accompanying application material. The Dean of School interviews the candidate and forwards his/her recommendation together with the decision of the Council of Department and all documents to the Council of School. The decision of the Council of School and all documents are forwarded to the Senate via the Rector, within 10 working days after the Dean of School receives the Decision/Recommendation of the Council of Department and the accompanying documents.
- 1.4.5 The Senate determines that all procedural guidelines were properly followed. The Senate's decision, together with all documents, is forwarded by the Rector to the University's Council for ratification.
- 1.4.6 The President makes the appointment on behalf of the University's Council.
- 1.4.7 The decision of the University's Council is forwarded to the H.R. department for appropriate action.
- 1.4.8 In consultation with the selected candidate and the Department Chair, the H.R. department clarifies the appointment's starting date and other contract details, and sends an official appointment letter to the selected candidate asking for his/her approval, with copies to the School and the Department.
- 1.4.9 Upon receiving the candidate's official positive reply the contract is signed, and the H.R. department sends the appropriate letters to unsuccessful candidates.

2.0 FACULTY PROMOTION

Faculty promotion is based on meeting the ranking and promotion criteria, competency, qualifications, experience, and excellence in teaching, research and service to the Community.

2.1 Faculty Promotion Criteria

Advancement in rank shall depend upon the faculty member meeting the six criteria listed below:

- 2.1.1 Fulfillment of the minimal criteria for appointment to rank.
- 2.1.2 Positive and substantial evidence of high competency in teaching.
- 2.1.3 Evidence of positive contribution(s) to the overall development of the individual's program area and Department.
- 2.1.4 Service to the University and Community in general.
- 2.1.5 Membership and participation in professional or learned societies of national or international significance.
- 2.1.6 Research and scholarly publications or recognized creative work in the individual's field.

2.2 Faculty Promotion Procedure

- 2.2.1 Faculty Members who consider themselves eligible for promotion have the responsibility to submit their application to the Chairperson of their Department by March 31st.
- 2.2.2 Applications received after the above deadlines are not accepted.
- 2.2.3 The Committee on Promotion shall review all requests for promotion and make its recommendations in accordance with the procedures detailed in School Bylaws and consistent with the Law, the Charter and the Internal Regulations. The Committee on Promotion has the responsibility to solicit the appropriate information in order to make recommendations for promotion with respect to the promotion criteria outlined above.
- 2.2.4 The Committee on Promotion shall consist of the following voting members:

- a. The Department Chairpersons of the School (ex officio)
- b. Two full-time Faculty members from each Department of the School.
- c. One representative Faculty member from each of the other Schools of the University.

Note: All faculty Committee members should hold a higher rank to the candidate is considered for, except for the rank of Professor, for which all faculty members should hold the rank of Professor.

- 2.2.5 There is one external reviewer who is a full-time active faculty member in the discipline of the candidate, and who holds an academic rank higher to the rank for which the faculty member is being considered. The external reviewer is not be co-author or co-presenter, nor is related to the candidate.
- 2.2.6 The Chairperson of the Committee is elected by the voting members of the Committee at the first meeting of the Committee.
- 2.2.7 The Chairperson of Department forwards the application, without comments, to the Chairperson of the Committee on Promotion, within a week.
- 2.2.8 The Chairperson of the Committee on Promotion prepares a list of prospective external reviewers. The Chairperson asks the candidate of any individual on the list she/he may have strong objection to serving as external reviewer. Then the Committee on Promotion makes the final selection of an external reviewer.
- 2.2.9 The Chairperson of the Committee on Promotion forwards copies of the candidate's academic portfolio to all members of the Committee (including the external reviewer) and arranges for a review meeting within a month from the receipt of the application from the Chairperson of the department. If the Committee requires additional information/documentation it can request it from the candidate.
- 2.2.10 The final decision and report of the Committee on Promotion is forwarded by the Chairperson of the Committee to the Council of Department via the Chairperson of Department, within a week from the conclusion of the Committee's deliberations.
- 2.2.11 The Chairperson of the Department forwards the decision of the Council of Department, the portfolio and the reports to the Council of School via the Dean of School, within a month from the date he/she receives the Committee's decision and accompanying material.

- 2.2.12 The Council of School reaches a decision after reviewing the decision of the Council of Department, the portfolio and the report of the Committee on Promotion and ensures that all appropriate criteria for promotion are satisfied and all procedures have been followed. The Dean of School then forwards the decision of the Council of School together with the decision of the Council of Department, the portfolio and the report of the Committee on Promotion to the Senate via the Rector within a month from the date he/she receives the decision of the Council of Department and the accompanying material.
- 2.2.13 The Senate reaches a decision after reviewing the decision of the Council of School, the decision of the Council of Department, the portfolio and the report of the Committee on Promotion and ensures that all appropriate criteria for promotion are satisfied and all procedures have been followed. The Rector then forwards the decision of the Senate together with the decision of the Council of School, the decision of the Council of Department, the portfolio and the report of the Committee on Promotion to the University Council via the President within a month from the date he/she receives the decision of the Council of School and the accompanying material.
- 2.2.14 The Council reaches a final decision.
- 2.2.15 The Dean of School and/or the Rector and/or the President may require from the Committee on Promotion further elaboration of specific issues / areas of the application.
- 2.2.16 The ratified final decision of the Council is communicated immediately to the pertinent Dean of School via the Rector. The candidate (with copy to the pertinent Chairperson of Department) shall be informed immediately of the decision in writing by the Dean of the School.
- 2.2.17 The approved promotion becomes effective at the beginning of the new academic year.



APPENDIX III

FACULTY DEVELOPMENT PLAN

DEPARTMENT OF LAW

1.0 Strategic Planning

The major challenge of the Department's Strategic Planning is to implement those decisions at functional levels within the University, in the framework of the overall University's and Law School's strategy. In addition to understanding the strategic level of planning as the key to transforming the University's mission and vision, the Department is more concerned in operational and tactical planning that provides the University with the tools and insight to implement the overall integrated strategic plan. The Chairperson chairs a Strategy Committee consisted of selected members of Faculty, Administration Staff, External Expert and at least one student representative. The Committee meets before the beginning of each semester. Therefore, the department is mainly responsible for planning and development and:

- [1] Identifies resource needs (faculty, staff, facilities, other) for his/her Department.
- [2] Assists the Dean of School in designing and implementing integrated long-range plans and programs of the School;
- [3] Develops annual Departmental budgets for allocating funds for instruction, research, and faculty development.
- [4] Engages in tactical planning involving the policies and procedures necessary for effective management, planning, budgeting, and assessing.
- [5] Develops indicators monitoring the progress of implementation of plans and prepares a bi-annually progress report, corresponding to the chosen planning cycle.
- [6] Engages in annual personnel review process with the purpose of linking personal development goals with the University's strategy and goals.

The Law programme at the Philips University is a specialized undergraduate program which enables students to develop their skills, knowledge and professional network to be highly employable, whether students have ambitions to practice law or enter a different field of work in Cyprus, Greece, Europe and the world.

Demand for highly qualified law professionals has been traditionally high in Cyprus and is expected to rise, since Cyprus is an international centre for services that offers unique opportunities to multinational corporations for the establishment of regional offices. Hence, there is a dramatic increase in the numbers of

International and Cypriot companies active in Shipping, Finance, Accounting, Insurance, Energy and other business areas.

It is concluded that demand for Law professional will quality rise.

Cyprus is an island that has an immense opportunity to capture global business. New professions are constantly emerging that require a combination of specializations, and thus organisations are constantly hiring law consultants.

Therefore, lawyers are requested to think and act in a business oriented environment and broaden their horizons for job opportunities, and be familiar with International Law, Company Law, Human Rights etc

1.2 Strategic Development plan

A. Local external Factors

CONTEXT

Cyprus is ideally suited for international business due to the numerous benefits it has to offer. Following the intended plan, Cyprus is rapidly becoming a centre of services, successfully implementing the well thought long term Government Strategy for creating a favourable investment and tax environment, that offers unique opportunities to multinational corporations for the establishment of a regional office.

Hence the dramatic increase in the number of International and Cypriot companies active in Shipping, Finance, Accounting, Energy and other Business areas.

B. Objectives

1. Research Output/Staff Development

Each academic member will present his/hers research output to all students and staff on a yearly basis. The chairman is responsible for motivating and encouraging staff to pursue research in promising areas, beneficial to society

2. New program Introduction

By year 3 we want an operational LL.M and a PhD program

C. Strategy

The department follows a differentiation strategy in terms of curriculum design (comparative analysis of competitive programs locally and internationally), attraction and retention of high calibre students, academic and administrative staff, rigorous quality assurance procedures and

The strategies to achieve the recruitment objectives are:

- Appropriate research to ensure a sophisticated understanding of overseas countries as markets for the recruitment of international students, and of national and global trends for specific subject areas;
- Appropriate and effective promotional activities undertaken for the purpose of recruiting international students to Philips University; and

- Effective collaboration between different sections within Philips University to achieve recruitment targets.

Implementation of the strategies will be driven by 2 principles:

- Recruitment should be from a broad range of countries as possible, in order to achieve a heterogeneous student population; and
- Effective activities can only be developed with the benefit of a deep and sophisticated knowledge of a given market.



APPENDIX IV

RESEARCH POLICY, REGULATIONS AND PROCEDURES

1.0 INTRODUCTION

- 1.1 The Research Policy of Philips University provides a code of conduct for research and is intended for all faculty members, special teaching personnel, scientific collaborators, research associates, and students carrying out research at or on behalf of the University. The university focuses on both fundamental and applied research and wherever possible the commercial application or exploitation of the research results.
- 1.2 As stated in the mission, Philips University aspires to excellence of quality in all aspects of its work. Research and scholarship is central to the mission of the University. It is the cornerstone of the continuing creation of the knowledge, which is the foundation of all disciplines.
- 1.3 Research and scholarship can flourish only in an environment of academic freedom, which includes freedom of inquiry and the right to disseminate the results, thereof, freedom to challenge conventional thought, freedom from institutional censorship, and the privilege of conducting research on human and animal subjects.
- 1.4 There is a Research Center, the mission of which is to create and maintain an atmosphere conducive to the pursuit of research by supporting, promoting and enhancing research actions and collaborations both within and outside the University.

2.0 THE SCOPE OF RESEARCH POLICY

- 2.1 All academic activity at Philips University should be conducted according to good ethical practice and with the highest standards of integrity. This policy, however, sets out the principles and procedures for research. Ethical issues arising from learning and teaching should be addressed by the program or module leader seeking advice as appropriate from the Vice-Rector for Research and Innovation of the University.
- 2.2 The term *research* refers to:
 - a. original investigation leading to the creation of knowledge
 - b. replication of an investigation for the purposes of developing the researcher – this will include undergraduate independent studies and postgraduate dissertations, but also smaller scale projects that form part of a module's assessment.
 - c. evaluation
 - d. audit

2.3 The term *researcher*, refers to:

- a. any member of staff at Philips University
- b. any student at Philips University engaging in research
- c. any individual who is not a member of staff or student at the University, undertaking research using University premises and facilities, and/or in the University's name (hereafter referred to as an associate researcher).
- d. researchers should be able to demonstrate that the research they undertake is worthwhile and necessary.

3.0 ETHICAL PRINCIPLES

The University's stance on ethical issues is underpinned by the following key principles:

3.1 Research must be:

- justified
- informed consent must be given by participants
- participation in research must be voluntary
- confidentiality must be ensured
- any risk of harm to participants, animal subjects or the researcher(s) should be appropriately mitigated.

3.2 All research undertaken under the auspices of PHILIPS UNIVERSITY must meet statutory requirements. Of particular relevance is the Bioethics Law (N.150 (I)/2001 and 53 (I)/2010), the Data Protection Law (2001), the Patients Protection Law (2005), and all those laws that create the legal framework for the Cyprus National Bioethics Committee.

3.3 Researchers in particular disciplines should comply with any research ethics guidelines set out by their professional associations.

3.4 Research Councils, charitable trusts and other research funding bodies in most cases require an undertaking from grant applicants that research proposals involving human participants have been approved by the University Research Ethics Committee or another appropriate body. Some also require audited compliance with their guidelines.

4.0 FUNDAMENTAL PRINCIPLES OF THE RESEARCH POLICY

- 4.1** The University wishes to remain as a Center of excellence and to keep upgrading its research capabilities. In this regard, the Vice-Rector for Research and Innovation of the University is vested with the responsibility of facilitating the research effort of the University. However, each department will be responsible for its own research just as each academic will be responsible for his own research.
- 4.2** All academics carry the responsibility of enhancing the University's research capabilities.
- 4.3** The research activities of each department should respect the research standards of the University as communicated from time to time.
- 4.4** The University will support the research capabilities and research potential of staff and students.
- 4.5** The University's research policy will be reviewed periodically with a view to bringing it in line with accepted research practices as other learned academic institutions.
- 4.6** Research work should be reviewed methodically before being published as to ensure consistency with the standards set by the University.
- 4.7** The University encourages academics to be in constant touch with new developments in the research field and to evaluate the relevance of such developments to Philips University activities.
- 4.8** The University will provide staff with advice on research.
- 4.9** Departments and academics are expected to work in unison with each other to further the research activities of the University.
- 4.10** Academics are expected to work closely with outside research bodies that impact on the University and its research activities and to ensure that the University benefits for such contacts.
- 4.11** Staff are encouraged to exchange information with respected research bodies and to make sure that ideas flow without hindrance in all directions and that such exchanges are meaningful to the University and its staff and students.
- 4.12** The University expects academics to set up research timetables and abide by these.

4.13 Academics are encouraged to find self-financing research projects.

4.14 Academics are encouraged to attend presentations, seminars and other learning activities covering research methodology and related issues.

4.15 Staff are encouraged to attend academic conferences and to read papers.

5.0 BASIC OBLIGATIONS

5.1 The primary responsibility for the selection and conduct of Research shall rest with the Researcher and to this end he or she shall:

- (i) maintain the highest standards of honesty, integrity and ethical behavior in all Research;
- (ii) familiarize himself or herself with and abide by the Regulatory Framework and the regulations, policies and guidelines of any Agency relevant to his or her Research;
- (iii) not misrepresent his or her academic, professional or employment credentials or experience;
- (iv) obtain necessary approvals including, but not limited to, ethics, protocol and standard operating procedure approvals, before engaging in a Research activity for which prior approval is necessary; and (v) use scholarly and scientific rigor and integrity in obtaining, recording and analyzing Data, and in reporting and publishing results.

5.1 The University shall take reasonable measures to ensure that Researchers are made aware of, and kept informed of changes to the Regulatory Framework relevant to Research.

5.2 In the case of collaborative or team Research, the Principal Investigator shall take reasonable measures to ensure that the members of the Research group or team are aware of and comply with the Regulatory Framework relevant to the Research being undertaken.

5.3 The Office of the Deans of Schools shall put in place reasonable measures to ensure that students who may engage in Research are aware of: (i) their obligations in respect of academic integrity and the ethical conduct of Research; (ii) the Regulatory Framework relevant to their Research.

5.3.4 A supervisor of Students engaged in Research shall take reasonable measures to:

- (a) ensure that the Students have been advised of their obligations in respect of academic integrity and the ethical conduct of Research;
- (b) ensure that the Students have received a copy of the Regulatory Framework relevant to their particular Research;
- (c) provide the Students with a copy of any Research related documents which the Students have been asked to sign; and
- (d) disclose to the Students any special conditions concerning such matters as constraints on publication, limitations on future use of Data, and ownership of intellectual property that may influence a Student's decision to participate in the Research. Regulation on the Conduct of Research

6.0 OTHER OBLIGATIONS

6.1 A Researcher engaged in Research external to the University which is not part of her or his academic duties shall act with integrity and adhere to the highest ethical standards.

6.2 A Researcher who engages in Research which is not part of his or her academic duties for Persons external to the University shall:

- (a) comply with the disclosure requirements of the Regulatory Framework governing conflicts of interest, and conflicts of commitment and consulting activities; and
- (b) advise in writing the Person on behalf of whom such activities are undertaken that the Researcher is acting in his or her private capacity, and not as an employee or representative of the University unless the Researcher has been expressly authorized in writing so to act by his or her Chair;
- (c) not make use of University personnel or Students, or more than minimal use of services, facilities, equipment or supplies in such Research without, in advance of such use:
 - i. obtaining written approval for such use from the Chairperson of Department and the Dean; and
 - ii. making appropriate written financial arrangements to reimburse the University in advance of such use.

- 6.3** Where appropriate, prior to granting approval pursuant to section 3.5, the Chair shall consult with the Dean of the School.
- 6.4** A Researcher shall ensure that publications do not misrepresent data or images and that the nature and purpose of any image manipulation is explained.
- 6.5** A Researcher shall comply with the accepted practice of his or her discipline relating to the publication of Research including those constraining:
- (a) the submission of manuscripts to two or more journals; and
 - (b) the duplicate publication of Data or a manuscript.
- 6.6** A Researcher shall not enter into or participate in any arrangement whereby an Agency or Person with a vested interest in the findings of Research may:
- (a) suppress any findings of the Research; or
 - (b) withhold information that may have a bearing on the interpretation of the findings.
- 6.7** A Researcher normally shall not enter into an arrangement with a Person to write or contribute to a publication without the Researcher's contribution being publicly acknowledged. Such an arrangement is only acceptable if the Researcher, if so requested, is prepared to be publicly associated with the publication.
- 6.8** A Researcher shall acknowledge his or her affiliation with the University in all publications resulting from Research undertaken while a member of the University community.
- 6.9** A Researcher who is no longer a member of the University community shall cease to indicate in publications, other than those resulting from Research performed while a member of the University community, his or her affiliation with the University in the absence of prior written approval of the Chairperson of Department.

7.0 RESEARCH-RELATED OBLIGATIONS OF ACADEMIC DEPARTMENTS

7.1 Actions

- (a) Determine the workload of a staff member and whether or not they can become involved in research supervision.
- (b) Arrange appropriate staff development for all academic staff in the Department to promote best practice in research supervision in the disciplines of the Department.
- (c) Set up arrangements of the supervision of postgraduate students within University norms.
- (d) Satisfy itself as to the appropriateness of the proposal before submission to Academic Council for approval.
- (e) Ensure that proposed research topics are within the supervisor's field of competence.
- (f) Appoint second supervisors as appropriate, particularly in the cases of novice supervisors, external research partnerships and where the subject area is of a highly complex nature or falls between disciplines.
- (g) Select and approve postgraduate students and contract staff for research.
- (h) Set up technician and administrative support for researchers.
- (i) Provide each research student with adequate facilities to enable them to carry out their tasks.
- (j) Report on any breach of agreed procedures.
- (k) Monitor the progress of postgraduate students and take remedial action when problems arise.

7.2 Oversee the preparation of the final thesis and its submission and evaluation according to the University's Examinations and Awards procedures

The University rewards members of staff who excel in research by awarding them Teaching Hours Reduction (THR). A THR may be awarded if the member of staff fulfils the conditions in one or more of the three schemes outlined below.

7.2.1 A member of staff may be awarded a THR under more than one of the schemes described below if he/she is eligible. The minimum teaching per semester can be reduced down to 3 hours per week based on the accumulated research load reduction hours.

7.2.2 All allocations of THR under the three schemes outlined below will be made after a recommendation of an ad-hoc committee chaired by the Vice Rector for Research and External Affairs. The committee will meet at an appropriate time in each semester in order to make the THR allocations in time for the preparation of the schedule of classes for the next semester.

7.3 Award of a THR for participation in research projects

- 7.3.1** Members of staff are eligible to apply for a Teaching Hours Reduction (THR) when conducting funded research for the full duration and until the completion of relevant funded projects. Should their application meets with success, funded project coordinators are entitled to a three-hour teaching reduction per semester for the whole duration of the project, whereas research partners are eligible for a THR equivalent to at least one third of the duration of the project.
- 7.3.2** Based on the policy of the University with regard to THR requests, Faculty, research and Other Teaching Personnel (OTP) members are expected to submit a written request to the Chairperson of his/her Department before the beginning of the academic year/semester. The Chairperson will process the THR request by way of making a relevant recommendation to the Dean of School. The Dean will then forward his/her recommendation to the Vice Rector for final approval. After the deadline expires, applications for teaching hours reduction will not be accepted.

8.0 QUALITY OF RESEARCH

The University is committed to achieving the highest quality in its research processes. The University values research as one of its core priorities. To ensure quality in research the University shall ensure that:

- (a) The Research Policy encompasses a Research Quality Framework
- (b) The Research Quality Framework enables the Senate Research Committee to ensure that:
- (c) All research undertaken in the University is properly approved, conducted, managed and evaluated;
- (d) All research takes into account ethical and environmental considerations;
- (e) Research results are integrated into teaching and learning and evaluated for their commercial value;
- (f) There are clear mechanisms for dissemination of research results for the benefit of society and industry.
- (g) At all times the Research Policy is adequately and successfully implemented;
- (h) Researchers collaborate with internal and external partners; and

- (i) Research papers are published in reputable journals that guarantee a high citation impact.

9.0 REQUIREMENTS IN UNDERTAKING RESEARCH

- (a) Each scholar will carry out independent Research, scholarship and/or creative activities that are appropriate to their discipline. In doing so they will, individually or in collaboration with colleagues:
 - i. supervise Research students;
 - ii. broadly disseminate Research results (i.e. through more than one medium or one audience) including through their teaching practices and, where appropriate, protect the results of their Research;
 - iii. be active within appropriate professional and discipline communities and external stakeholders;
 - iv. contribute to the Research environment and culture of Cyprus through activities such as mentoring, engagement in new Research initiatives and strengthening the Research infrastructure; and
 - v. participate in initiatives designed to secure financial support for Research activities from external sources (including for example, government funding, industry partnerships and contracts, philanthropic gifts, Research translation and commercialization opportunities).
- (b) The requirement to undertake Research is a career expectation and will be balanced with the other obligations of academic staff including teaching and administrative responsibilities.
- (c) Nothing in this policy is to be construed so as to prevent Heads of School from allocating teaching and other responsibilities in the light of the Research record of academic staff.
- (d) Rewards to encourage such as teaching load reduction, conference participation expenses etc, payment of extra money for research projects externally funded (EUC, IIE, etc.)

10.0 STATUTORY AND ETHICS OBLIGATIONS

- (a) Academic staff and students are required to carry out their Research in compliance with all the University's obligations under legislation and any ethical and contractual obligations;
- (b) Research projects that involve human or animal subjects, including those undertaken as part of a program of study, must be approved in advance;

- (c) All Academic staff, students, and visitors of the University are required to make themselves aware and follow the contents of the University Health and Safety Policy and the Health and Safety section of the University's website;
- (d) Academic staff and students are required to comply with the University's approach to Risk and Risk Management as detailed in the University Risk Management Policy.

11.0 COLLABORATIVE DATA

- 11.1** Research collaborators, at the commencement of their collaboration, shall make all reasonable efforts to reach agreement, preferably in writing, that is consistent with the law and the Regulatory Framework relating to intellectual property, on their rights to, and future use of, Data.
- 11.2** In the absence of an agreement between Research collaborators, their rights to and future use of the Data shall be governed by the law and the Regulatory Framework relating to intellectual property.
- 11.3** In the event that a dispute should arise between Research Collaborators concerning rights to and future use of the Data, the University shall assist in facilitating the resolution of dispute in accordance with section

12.0 USE OF OTHERS' WORK

- 12.1** A Researcher shall not knowingly engage in Plagiarism.
- 12.2** Upon the demonstration that a Researcher has engaged in Plagiarism it shall be presumed that the Researcher did so knowingly and he or she shall bear the burden of rebutting the presumption by evidence satisfying the Person or body investigating the matter that no such knowledge existed.
- 12.3** A Researcher shall obtain the prior permission of another Person before using, even with proper attribution, the unpublished work or Data of the other Person.

- 12.4** Where a Researcher has obtained access to unpublished information, concepts or Data through access to confidential information or documents, including material obtained by the Researcher as part of processes such as peer review, the Research shall not use such information, concepts or Data without the prior written permission of the author.
- 12.5** A Researcher shall not enter into, or participate in, any arrangement whereby an Agency or other Person may have exclusive use of, or access to, the Data of a Research collaborator, whether with or without proper attribution, without the Research collaborator's prior written informed consent.
- 12.6** A Researcher shall use archival material in accordance with the rules of the archival source.

13.0 COLLABORATIVE RESEARCH

- 13.1** A Researcher shall recognize in an appropriate form or manner in his or her publications the substantive contributions of all Research collaborators including Students.

14.0 AUTHORSHIP

- 14.1** A Researcher shall ensure that authorship of published work includes all those and only those who have made significant scholarly contributions to the work and who share responsibility and accountability for the results.
- 14.2** A Researcher shall ensure that where a co-authored publication is based primarily on the work of a Student, including a dissertation or thesis the Student is granted due prominence in the list of co-authors in accordance with the established practices of the discipline.
- 14.3** In the absence of an agreement between Research collaborators, the following rules shall govern the order of attribution of authorship:
- (a) authorship shall be attributed to all those Researchers who have made significant scholarly contributions to the work and who share responsibility and accountability for the results;
 - (b) attribution of authorship shall be determined according to:
 - i. the quality and quantity of a Researcher's contribution;

- ii. the extent of a Researcher's responsibility and accountability for the results; and
- iii. the best practices of the discipline;
- iv. the order of attribution of authorship shall not be affected by whether a Researcher was paid for his or her contribution or by his or her employment status.

15.0 RESPONSIBILITIES OF CORRESPONDING AUTHOR

15.1 Prior to the submission of a manuscript for publication, the Corresponding Author shall:

- (a) Ensure all persons who are entitled to co-authorship are included as co-authors;
- (b) make a reasonable attempt to obtain the consent of the co-authors to the order of attribution of authorship;
- (c) ensure that persons who have made useful contributions to the Research which do not qualify them for co-authorship, are appropriately acknowledged in accordance with the standards of the discipline and the publisher;
- (d) provide each co-author an opportunity to comment on the manuscript prior to its submission for publication; and
- (e) provide each co-author with a copy of the manuscript submitted for publication.

16.0 OWNERSHIP OF INTELLECTUAL PROPERTY

16.1 Research collaborators shall endeavor to reach an agreement, consistent with the Regulatory Framework concerning the allocation of intellectual property.

16.2 In the absence of agreement between Research collaborators, the allocation of copyright shall be governed by the law and the Regulatory Framework relating to intellectual property.

16.3 In the event that an external Person has an interest in the Research, the Research collaborators, the University and such Person shall, following negotiations with the Office of Technology Transfer, establish by contract:

- (a) ownership of intellectual property arising out of any Research Related Agreement;
- (b) the rights and obligations of the parties to seek patents; and
- (c) the entitlement of the parties to share in any associated royalties.

17.0 MODUS OPERANDI FOR COMMERCIAL EXPLOITATION OF THE IPR

- 17.1** The Philips University is entitled to commercially exploit any result obtained under its aegis (unless this entitlement is relinquished). The Office of the Vice Rector for Research and Innovation has the responsibility for administration of Disclosures and will work with the TTF of Cyprus, which has responsibility for commercialization of Disclosures.
- 17.2** The Creator/s shall notify the Office of the Vice Rector for Research and Innovation of all IP which might be commercially exploitable and of any associated materials, including research results, as early as possible in the research project. This notification shall be effected by means of an Invention Disclosure Form (contents as noted in Appendix B). In case of doubt as to whether research is commercially exploitable or otherwise, the Creator/s undertake/s to seek the advice of Cyprus Central TTF.
- 17.3** The Office of the Vice Rector for Research and Innovation shall immediately acknowledge receipt of the Disclosure Form. In consultation with the TTF and the Creator/s, shall decide whether the Philips University and the TTF has an interest to protect and exploit the relevant IPR.
- 17.4** The TTF shall communicate the decision in writing to the Office of the Vice Rector and the Creator/s by not later than three months from the date of receipt of the Invention Disclosure Form. If the Philips University and TTF decide to protect and exploit the IPR, it is understood that:
- 17.4.1 the Creator/s shall collaborate with the Philips University and the TTF to develop an action plan for the protection and commercial exploitation of the Intellectual Property (IP);
 - 17.4.2 the TTF in collaboration with the Creator/s shall ensure that third party rights are not infringed in any way through the process; and
 - 17.4.3 the Philips University/TTF shall seek to protect the right of the Creator/s to use the said IP for strictly non-commercial purposes.

- 17.5** Should the Philips University and TTF decide that there is no interest in protecting and exploiting the relevant IPR, or should it fail to inform the Creator/s about its decision within the stipulated time, the Philips University may assign all its rights, title and interest in such IP to the Creator/s concerned, whilst the Philips University retains the right to use the said IP in whichever manifestation for strictly non-commercial purposes.
- 17.6** The Creator/s shall not enter into any sponsorships or commercial agreements with third parties related to their research at Philips University without prior written authorisation by the Office of the Vice Rector for Research and Innovation. This said, it is understood that consent shall generally be granted to Creator/s for such requests as long as the Intellectual Property Rights (IPRs) of the Philips University are safeguarded; otherwise the claims on IPR expected by the third party must be agreed upon explicitly upfront.

18.0 IPR PROTECTION AND REVENUE SHARING MECHANISM

- 18.1** Some forms of Intellectual Property (IP) require active steps to be taken to obtain protection (e.g.: patents, registered trademarks and registered designs). Other forms of IP rights are protected on creation (e.g. Copyright, EU Database Rights) but still require appropriate management in order to maximise the protection available. Best practices in patent protection require that all materials made publicly available by any employees, members of staff and/or students should include a copyright notice.
- 18.2** Any decisions relating to the registration of any IP rights such as making an application for a patent or a registered trade mark or a registered design (including any decisions to continue or discontinue any such application) should be made in consultation with the Office of the Vice Rector for Research and External Affairs and the TTF. The IP registration process can be very expensive and IP protection costs should not be incurred without appropriate consideration of how such costs will be recovered.
- 18.3** Philips University's employees and students can benefit from the Revenue Sharing Scheme if their work generates income for Philips University. Note that such revenue to be shared is typically calculated after deduction of all costs incurred by the Philips University and TTF in developing, protecting, exploiting, and marketing the Disclosable Work and the Intellectual Property it contains.



APPENDIX V

RESEARCH STRATEGIC PLAN AND MILESTONES

PREAMBLE

Research and scholarship is central to the mission of the University. It is the cornerstone of the continuing creation of the knowledge which is the foundation of all disciplines. It directly contributes to social well-being, health, culture, economic development and the advancement of society.

Research and scholarship can flourish only in a climate of academic freedom which includes freedom of inquiry and the right to disseminate the results thereof, freedom to challenge conventional thought, freedom from institutional censorship, and the privilege of conducting research on human and animal subjects. However, with academic freedom comes the responsibility to ensure that all research and scholarship: is informed by the principles of honesty, integrity, trust, accountability and collegiality; meets high scientific and ethical standards; is conducted with honest and thoughtful inquiry, rigorous analysis, and accountability for the use of professional standards; and seeks to increase knowledge in ways that do not harm but which benefit society.

Philips University, within the framework of Its Vision, Mission and Research Policy as stipulated in the Charter and Internal Rules and Regulations, systematically pursues the cultivation of these values in the University community. They are advanced by the ongoing education of its members in matters of research integrity, and by adopting and following appropriate policies within which research and scholarship should be conducted, policies which all major funding agencies require universities to have in place.

This Regulation, therefore, establishes a general framework for the conduct of research. It is premised on individual responsibility for the selection and conduct of research and scholarship as individual members of the University community are best positioned, through special knowledge, to be aware of both the manner in which their Research and scholarly activity is being conducted and the consequences of such activity. Special responsibility rests with Researchers to remain aware of the consequences of their Research and to balance the potential benefits against the possibility of harmful applications.

This Regulation should be interpreted in a manner that is consistent with the vision of the University as a research and scholarly community committed to the principles of academic freedom, honesty, integrity, trust, accountability and collegiality, and the idea that fair play must prevail at all times.

This Regulation does not replace the policies and guidelines of agencies sponsoring research or which have oversight of particular research activities.

MILESTONES:

YEAR 1:

1. Fully manned and operational Research centre.
2. Definition and organization of common research interests and fields with partner universities (Aristoteles University of Thessaloniki, National and Kapodistrian University of Athens, University of Crete etc.)
3. Definition of a strategic research plan
4. Further expansion of Research Partner network to include at least another 5 participants.
5. Tackling of external (Local, European or International) funds for at least two projects.
6. Introduction of Faculty Self-assessment report system and encouragement of Faculty to achieve at least one publication and one participation in international conferences in their respective fields.

YEAR 2:

1. Establishment of research centres or groups at School and department levels, reflecting the research interests of all academic and administrative staff and the general strategic plan.
2. Establishment of research awards annual competition scheme for faculty.
3. Introduction of research impact measuring metrics and indicators for benchmarking.
4. Organization of at least one international conference at School or Department level.
5. Organization of at least two diffusion seminars with faculty and student participation.
6. Organization of 4 public lectures.

YEAR 3:

1. Development of Masters programs and engaging students in research process.
2. Organization of at least one international conference per School/ Department, annually.
3. Research Forum with partner institutions for measuring the up to now results, reflection and development of a new Strategic Plan.

YEAR 4:

1. Development of Doctorate Programs and engagement of students in research.



APPENDIX VI

EXAMINATION AND ASSESSMENT POLICY

PHILIPS UNIVERSITY (LAW)

Law is a stimulating degree which sharpens students thinking and their power of persuasion while giving them extensive legal knowledge. Philips University Law is a specialised undergraduate law degree which enables students to develop the skills, knowledge and professional network to be highly employable, whether students have ambitions to practice law or enter a different field of work.

Students will be taught through a combination of lectures, tutorials and seminars. Lectures take a range of forms but generally provide a broad structure for each subject, introduce key concepts, and convey relevant up-to-date information.

Students will also have access to recorded versions of lectures.

In tutorials and seminars students will have the opportunity to discuss particular legal themes or topics, to consolidate and get feedback on their individual learning and to develop skills in oral presentation. Communication skills are developed in tutorials, where students will make individual contributions to group study, for example by summarising a particular judgement or article for the group.

Students practice and develop legal, intellectual and presentational skills by participating in diverse learning activities, such as solving legal problems, smallgroup discussions, debates, moots, oral presentations, independent research tasks and written assignments. Students will also enhance your team working skills.

Philips University MOOT ROOM allows students to enhance their practical application of the law, by allowing them to practice in a simulated court room, with their peers, lecturers and legal partners.

EXAMINATION AND ASSESSMENT POLICY

The Board of the University believes that an effective student performance assessment system is crucial to academic standards and that such systems are conducive to student academic development and welfare. The application of continuous student assessment is just as important as end-of-semester assessment.

Students should be assessed fairly and the assessment should be related to the teaching objectives of the course. The University also believes that the student assessment procedures should be well documented, known and presented to the student well in advance, and applied in a timely and fair manner.

Since student performance is closely linked to by the teaching methods adopted, these methods are also assessed. As a result, the University ensures that student performance is maximized, and that students receive the fullest benefit from their educational experiences. Peer review and evaluation are significant components of the assessment of teaching methods. In this regard, the University encourages, and in practice enforces, a policy of peer evaluation where peers act in good faith and with the welfare of the student and their colleague in mind. The peer review of teaching staff is undertaken once every semester. Each member of the teaching staff is assessed by their peers in class with a view to evaluating the effectiveness of the teaching methods used and to recommending improvements where necessary.

Students are also encouraged to play a key role in the assessment of the teaching methodology employed because as pivotal figures of the University they should carry out this role. Thus, at least once a year,

students are asked to evaluate the performance and effectiveness of their lecturers in class with the aim of providing feedback and helping the lecturer improve their performance.

Examinations are normally held at the University and are invigilated by members of Academic Staff. Guidelines for invigilators are issued periodically.

Academic Staff are provided with assistance from the secretarial staff and by the Faculty Office which provides the stationery and other examination requisites. The Faculty operates a policy of the anonymous marking of examination scripts. Students are thus required to enter their University number and not their names on exam scripts. They are also required to complete an attendance register, so as to be informed about any missing students, and to have information in the event of the loss of scripts or fraud.

Assessment Policy

Students are assessed by a variety of methods depending on course choices and learning outcomes. These include the following:

- Exams
- Open-book
- Seminars
- Essays
- Coursework
- Individual or group project
- Case studies/role play simulation
- Project and oral presentation
- Students portfolios

Teaching is via lectures, small groups seminars and case studies but we recommend that instructors use a mixture of assessment methods in order to support their students to develop a variety of skills and attributes.

As a general rule, all courses of the program have a minimum of 20% attributable to a mid-term assessment, and minimum of 50% attributable to a final written examination, which normally last for three (3) hours. A maximum of 30% is attributable to continuous assessment during the semester based principally in class participation, tests, quizzes, essays, projects, case studies, student portfolios, video presentation, etc.

Each Department is responsible for notifying students of the assessment requirements for each course offered. This, however, does not absolve the student from the responsibility of acquainting himself/herself with the assessment requirements by referring to the relevant publications.

Students who fail to submit coursework by the due date, and who do not have an extension or certified mitigating circumstances, fail in that piece of work. Departments normally permit a student to resubmit one piece of coursework per subject. Coursework may also take the form of tests which are held under examination conditions. Coursework is normally marked and returned to students within one week.

Examination Policy

- The assigning of grades is the exclusive right of the lecturer. Change of a grade by the lecturer is possible only in exceptional cases and only with the written approval of the Chair of the Department and the Dean of the Faculty.
- The grading system is numerical and ranges from 0 to 100. The minimum passing grade is fifty (50).

The Philips University employs the grading system as shown in the table below:

Grade	Description	Quality Points
A 85-100%	Pass	4.00
B+ 80-84%	Pass	3.60
B 75-79%	Pass	3.30
B- 70-74%	Pass	3.00
C+ 65-69%	Pass	2.60
C 60-64%	Pass	2.0
C 55-59%	Pass	2.00
D 50-54%	Pass	1.00
F Below 50%	Fail	None
INC Incomplete	NC	None
Auditor (Listener)	NC	None
Withdrawal	NC	None

Note: The Grade Point Average (GPA) is determined by dividing the total Grade Points by the total number of credits.

Marking Scheme and Assessment Policy

The work of each student for each course is graded according to the following grading scale: A, B+, B-, C+, C, C-, D or F. The lowest grade that is a pass is D (50%). The symbol F (Fail) means that the student is not entitled to any credits. Students who for any reason have not completed the requirements for a particular course, do not receive credits for the course. The symbol (NC) does not affect the GPA. The designation INC (incomplete) indicates that an examination was not taken, or that part of classwork was not completed. Students receive this grade only when a small part of the work of the semester has not been completed and the student has presented convincing reasons to the

lecturer as to why they have not been able to complete the course requirements during the specified timeframe. The pending work should be completed within the following semester. The lecturer and the students should mutually agree on a work schedule so that the course does not remain incomplete.

- The designation 'AU' denotes that the student attends the course as an auditor. Students who wish to attend a course regularly but do not wish to receive a grade or credit, may audit the course provided that there is sufficient space and consent from the Department.
- Grades awarded at the end of the semester are final grades and cannot be changed even if additional work is submitted.
- Students wishing to improve their grades must repeat the course/courses before graduation.
- Students wishing to withdraw from the Philips University should consult the Chair of the Department. The official letter given to the student will indicate the date of departure from the University and the designation (NC) No credit will appear alongside to each course.
- The pass grade for each course is 50%.
- The exam results at the end of the semester contribute to 50 % of the grade. 30% of the grade is based on continuous assessment based principally in class participation, tests, projects, essays, case studies, student portfolios, video presentation, etc.
 - In order to successfully pass a course, the student should achieve the minimum grade of 50%.
 - If assessment of a course is based solely on the completion of assignments, students must achieve the minimum pass grade, 50%, in order to pass the course. The provisions of the Internal Regulations are applied for all other cases.

Compensation

- (a) A student who scores below 50%, but not below 40%, in one subject in any semester, may nevertheless pass the subject by compensation provided that their overall performance merits the pass.
- (b) The project in Years III and IV must be passed independently of the other subjects and may not be used as compensation for a subject failed.
- (c) The compensation mechanism does not operate where a student is required to resit one or more papers. Compensation may not be carried forward to resit examinations.
- (d) A candidate who scores less than 50% in the project and does not benefit from a discretionary recommendation issued by the examiners may submit a new project not later than two years after the submission date of the original project.

(e) In the case of a revised project being presented for consideration in the Autumn Examination in the same year, the examiners may, at their discretion, decide not to call the candidate for a viva-voce examination.

Resits



Where a student does not pass by compensation, the student will be allowed to resit the subjects failed on one or more examination occasions.



An average mark of 50% must be attained in all resit subjects.



A student who successfully passes a failed subject is credited with the mark earned in the resit examination.



A student who fails to achieve a minimum of 50% in a subject assessed solely by coursework will be referred in the subject. The Head of Department will offer the student the opportunity of completing the subject by examination, or through additional coursework.

Project

- In Year IV, when a candidate has satisfied the examiners in all subjects, but has not yet met the stipulated criteria in relation to a compulsory project, the Examiners shall deem the student's results deferred pending satisfactory completion of the project.
- The project must be passed on the second attempt

Appeals procedure

Students have the right of appeal against their results, within 5 days of the publication of the results. Appeals must be made in writing to the Head of Department. The grade appeal procedure is itemized below and should be followed in all instances making sure each step is fully exhausted before going on to the next one.

Step 1 The lecturer should be contacted to discuss the grade disparity and every effort should be made to resolve the problem at this level.

Step 2 The student must make the appeal in writing to the Deputy Rector, noting specific objections to the grade received. After consultation with the lecturer concerned, the Deputy Rector will decide accordingly and may refer the case to the Appeals Committee.

Step 3 An Appeals Committee will be appointed to mediate in the dispute. The Committee will review both the written and oral arguments in the case. The committee will consist of:

- (i) one Administrative Officer of the program;
- (ii) one Faculty member who teaches in the program; and (iii) one student who is currently enrolled in the program.

Step 4 The student and lecturer will be informed of the Committee's decision and, barring written objections by either party, the recommendation of the Committee will be accepted.

Graduation Requirements

Upon completion and graduation from their field of study, students should:

- Have successfully completed at least 240 European Credit Transfer units (ECTS) for their undergraduate studies or 90 credits for postgraduate studies;
- Have completed the exam material;
- Have obtained the necessary ECTS from the core and elective courses;
- Have obtained a Grade Point Average (GPA) of at least 2.00 during the last four years;

Undergraduate Degrees are classified as follows:

3.60 to 4.00	First Class
3.20 to 3.59	Second Class. 1 st Division
2.80 to 3.19	Second Class. 2 nd Division
2.40 to 2.79	Third Class
2.00 to 2.39	Ordinary Degree

- only courses that have been graded with 50 and above are taken into account for the calculation of the Grade Point Average (GPA), because only those courses can be awarded with credits. The courses which are calculated collectively cover the required credits. This includes all the courses that the student has successfully passed, even if they have successfully completed more courses than their program of studies requires.
- students wishing to improve their grades in a course which has been graded above 50, have to resit the exam. Resits are allowed only once.
- if a student has repeated a course because they have to or in order to improve their grades, and the number of credits has changed, the new number of credits will be recorded.
- an Incomplete grade is given only in exceptional substantiated circumstances (certified medical or personal reasons). The procedure for grading an incomplete course, is the following:
 - ☐ a form is completed by the lecturer and the student is directed to the Council of the Department and the Student and Welfare Services of the University. The form contains the approval of the Chair of the Department.

- there must be provisions for completing the mark before the end of the following semester.
- if the mark is not completed within agreed deadline then the incomplete mark is automatically changed to zero (0).
- the marking and assessment of a thesis that is carried out for two or more semesters, is conducted in the following way:

At the end of each semester, before the final semester of completion of the thesis, the supervisor submits written assessment of the student's progress to the Department. The assessment is communicated to the student. The designation Satisfactory (S) and US (Unsatisfactory) is given in the assessment. The carrying out of the thesis and the assessment are subject to the regulations recommended by the Council of the Department and approved by the Council of the Faculty. The final mark of the thesis is submitted within the deadline specified for all subjects.
- the analytic grading in all subjects, as well as all possible failures, withdrawals, or exemptions from subjects, are registered in the final report of the analytic grading. The weighting of each subject grade in European Credit Units (ECTS) is registered in the Department Study Guide and the Analytic Grade report. Additionally, each graduate is provided with a Diploma Supplement in English free of charge.
- in the case of failure in a core subject, the student is obliged to repeat the course. In the case of failure in an elective subject, the student is obliged to repeat the same subject once. Failure in any subject is reported in the reports issued both after the end of each semester as well as in the final year reports, but not on the Diploma Supplement. It rests on the discretion of the lecturer to let the student who failed to participate in the subject (which is obligatory), but the student is not credited with the ECTS of the particular subject.
- at the end of each semester, all Departments presents the grades in all subjects, without name identification on scoreboards.
- seven days following the completion of an examination, the final grading is submitted to the Director of Student Affairs and Student Welfare. In the case of subjects attended by more than 50 students, the final grades could be submitted 10 days after the completion of the examination. In the case of Departments being involved in the process of grade approval by the Department Council, any changes to grades, should be submitted to the Student and Welfare Services of the University within a timeframe of 10 days.
- the Senate approves student grades and the conferring of awards.



APPENDIX VII

A. TEACHING PERSONNEL, QUALIFICATIONS AND TOTAL TEACHING PERIODS

B. BIOGRAPHICAL NOTES



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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**A. TEACHING PERSONNEL, QUALIFICATIONS
AND TOTAL TEAHCING PERIODS**

TEACHING PERSONNEL, QUALIFICATIONS AND TOTAL TEACHING PERIODS

A/A	Name and Surname (Rank)	Rank	Qualifications	Program of Study	PROGRAM Periods / Week	TOTAL periods/week	Status of Employment FT / PT
PERMANENT FULL-TIME FACULTY							
1.	BOTSARIS Konstantinos	Professor / Department Chairperson	PhD in Law LL.B	Bachelor of Laws (LL.B)	6	6	Full-Time
2.	KONSTANTINIDIS Aggelos	Professor	PhD in Law LL.M LL.B	Bachelor of Laws (LL.B)	6	6	Full-Time
3.	ORPHANIDES Andreas	Professor	PhD in History MA in Classics / Archaeology BA in History / Archaeology	Bachelor of Laws (LL.B) Bachelor in Public Relations and Communications	3 3	6	Full-Time
4.	GIANNOPOULOS Panagiotis	Associate Professor	PhD in Law LLM LL.B	Bachelor of Laws (LL.B)	9	9	Full-Time
5.	KOIMTZOGLOU Ioannis	Associate Professor	PhD in Law LLM LL.B	Bachelor of Laws (LL.B)	6	6	Full-Time
6.	ARGALIAS Panagiotis	Lecturer	PhD in Law LL.M. LL.B	Bachelor of Laws (LL.B)	9	9	Full-Time
7.	DEVETZIS	Lecturer	PhD in Law LL.M.	Bachelor of Laws (LL.B)	9	9	Full-Time

	Dimitrios		LL.B				
8.	KOUTSOURAKI Eleni	Lecturer	Ptycion in Law MA in International Law MA in Human Rights and Humanitarian Law Doctorat in Law Post Doc in International	Bachelor of Laws (LL.B)	9	9	Full-Time
9.	GEORGIU SHIPPI PAPAGEORGIU Maria	Lecturer	BSc in Psychology Master practitioner (Eating Disorders) Professional Doctorate in Psychology	Bachelor of Laws (LL.B) Bachelor in Public Relations and Communications Bachelor in Computing and Information Technology	3 3 3	9	Full-Time

FULL-TIME VISITING FACULTY

10.	FILOKANIOTIS Konstantinos	Visiting Professor	PhD in Law LL.B	Bachelor of Laws (LL.B)	6	6	Full-Time
11.	DIMOPOOULOS Charalambos	Visiting Professor	PhD in Law LL.M LL.B	Bachelor of Laws (LL.B)	6	6	Full-Time
12.	PELENI- PAPAGEORGIOU Anthis	Visiting Professor	PhD in Law LL.M LL.B	Bachelor of Laws (LL.B)	6	6	Full-Time
11.	GRAMMATIKAS Vassilios	Assistant Professor	PhD in International Law LL.M.n International Law LL.B	Bachelor of Laws (LL.B)	9	9	Full-Time



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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B. BIOGRAPHICAL NOTES (in alphabetical order)



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

BOTSARIS KONSTANTINOS

Head, Department of Law
School of LAW

Academic Personnel Short Profile / Short CV

Institution:	Philips University
Surname:	BOTSARIS
Name:	KONSTANTINOS
Rank/Position:	Professor / Chairperson
School:	Law
Department:	Law
Scientific Domain: *	Civil Procedural Law (Αστικό Δικονομικό Δίκαιο)

**Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
Professor	2017	Democritus University of Thrace	Civil Procedural Law	Η αρχή της διαθέσεως στην αναγκαστική εκτέλεση (2017)
Associate Professor	1998	Democritus University of Thrace	Civil Procedural Law	Το καθήκον αληθείας κατά το άρθρο 116 ΚΠολΔ (1998)
Assistant Professor	1986	Democritus University of Thrace	Civil Procedural Law	Δικονομικά Προβλήματα του Συναινετικού Διαζυγίου (1985)
Lecturer	1984	Democritus University of Thrace μέσω (1983)	Civil Procedural Law Η	παραίτησις από των ενδίκων

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Nicosia, Cyprus	Professor (Chairperson, Law Department)
1975	2017	Democritus University of Thrace	Komotini, Greece	Lecturer- Assistant Professor- Associate Professor- Professor

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1	2017	MONOGRAPH Η αρχή της διαθέσεως στην αναγκαστική εκτέλεση		ΕΚΔΟΣΕΙΣ ΣΑΚΚΟΥΛΑ ΑΘΗΝΑ-ΘΕΣΣΑΛΟΝΙΚΗ ISBN: 978-960- 568659-8		300
2	2006	BOOK Παραδόσεις Ειδικών Διαδικασιών				130
3	1998	MONOGRAPH Το Καθήκον αληθείας κατά το άρθρο 116 ΚΠολΔ		ΕΚΔΟΣΕΙΣ ΑΝΤ. Ν. ΣΑΚΚΟΥΛΑ ΑΘΗΝΑ-ΚΟΜΟΤΗΝΗ ISBN: 960-15-0019-7		304
4 1997		BOOK ΕΚΔΟΣΕΙΣ ΑΝΤ. Ν. 106 Βάσεις και διαδικαστικά ΚΟΜΟΤΗΝΗ Δικαιοδοσίας ISBN:	ΣΑΚΚΟΥΛΑ προβλήματα 960-232-698-0	της Εκούσιας ΑΘΗΝΑ-		

5	1986	MONOGRAPH Οι ουσιαστικές συνέπειες της ανακλήσεως της αγωγής		ΕΚΔΟΣΕΙΣ ΑΝΤ. Ν. ΣΑΚΚΟΥΛΑ ΑΘΗΝΑ-ΚΟΜΟΤΗΝΗ		209
6	1986	JOURNAL PAPER Η έκταση της εξουσίας του δικαστηρίου να ανακαλεί ή να μεταρρυθμίζει αποφάσεις που εκδίδονται κατά την εκούσια δικαιοδοσία		Περιοδικό ΑΡΜΕΝΟΠΟΥΛΟΣ		
7	1985	JOURNAL PAPER Δικονομικά Προβλήματα του Συναινετικού Διαζυγίου		Περιοδικό ΕΛΛΗΝΙΚΗ ΔΙΚΑΙΟΣΥΝΗ Τόμος 26ος		
8	1983	MONOGRAPH-DOCTORAL THESIS Η παραίτησις από των ενδίκων μέσων (Διδακτορική Διατριβή)		ΕΚΔΟΣΕΙΣ ΑΝΤ. Ν. ΣΑΚΚΟΥΛΑ ΑΘΗΝΑ-ΚΟΜΟΤΗΝΗ		600
9	1981	JOURNAL PAPER Η προσωπική κράτηση ως μέσο εκτελέσεως στις διαφορές για ζημίες από αυτοκίνητο (681 Α ΚΠολΔ)		Περιοδικό ΑΡΜΕΝΟΠΟΥΛΟΣ		

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					

Specify venue, geographic location etc

**Research Projects. List the five (5) more recent and other five (5) selected
(max total 10)**

Ref. Number	Date	Title	Funded by	Project Role*
1				

**Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

**Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.
List the five (5) more recent (Optional Entry)**

Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1				

**Other Achievements. List the five (5) more recent and
other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Key Activities:
1			



**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:
1			



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

FINOKANIOTIS KONSTANTINOS

Visiting Professor
Department of Law
School of LAW



Academic Personnel Short Profile / Short CV

Institution:	Philips University
Surname:	Finokaliotis
Name:	Konstantinos
Rank/Position:	Visiting Professor
School:	LAW
Department:	Law
Specialisation:	Tax Law

Qualifications

Academic Title	Year	Institution	Department	Dissertation title
Ph. D. Law School	1977	University of Munich	Law School	The protection of the right to life

Employment history in academic institutions – to register the (3) most recent

Period of employment		Employer	Place	Step
From	To			

2020	present	Philips University	Nicosia, Cyprus	Professor
1992	2017	Auth	Thessaloniki	Professor

Articles in scientific journal with reviewers, monographs, books, conference editions. To register (5) most recent and other (5) chosen. (maximum number (10))

Serial Number	Year	Title	Other writers	Επιστημονικό Περιοδικό και Εκδότης / Συνέδριο	Volume	Pg.
1	2020	Taw Law	Monograph			950
2	2015	European Tax and Customs Law	Monograph			724
3	2015	The right of VAT Deduction		Workshop/Association of European. Administrative Judges		16
4	2017	Issues related to VAT fraud		Court clerks seminar		18
5	2015	Fake and fictitious invoices		Tax day		16
6	2016	The liability of management companies for their debts		Tax Conference		24
7	2019	The treatment of the family in tax law		Bourgeois union conference		10
8		The application of the most favorable sanction				

9	2017	The limitation of the right of the public to impose a tax		Day of Patras Bar Association		15
10	2016	E-commerce taxes		Panhellenic Conference on Legal Documentation		34
11	2017	The principle of the most favorable sanctioning provision in tax infringements		Day of the Calavry Bar Association with thw Calavry Administrative Court of First Instance		15

Reports (where applicable). To register the (5) most recent and other (5) chosen– (maximum number ten (10))

Serial Number	Date	Subject	International/ Local	Location	Role in the report
1					
2					

* To register the location, the city, etc.

Research Projects. To register the (5) most recent and other (5) chosen– (maximum number ten (10))

Serial number	Date	Title	Grant from:	role in the research program*
1				
2				

*role in the research program, f.e. Scientific coordinator, Member of research team, Researcher, Research Assistant, other.

Academic advisory services or participation in councils/committees – To register the (5) most recent - (Registered optionally)

Serial number	Period	Institution	Job title or service title	Main activities
1	1992- 2020	Auth	Professor	Postgraduate courses
2	2018- 2020	TEI Kavalas	Professor	Postgraduate courses

Awards/ International Praises (where applicable). To register the (5) most recent and other (5) chosen– (maximum number (10) (To register optionally)

Ref. Number	Date	Title	Awarded by:
1			
2			

Other awards. To register the (5) most recent and other (5) chosen– (maximum number (10) (To register optionally)

Serial Number	Date	Title	Main Activities
1			
2			



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

AGGELOS KONSTANTINIDES
Professor
Department of Law
School of LAW



Academic Personnel Short Profile / Short CV	
Institution:	PHILIPS UNIVERSITY
Surname:	KONSTANTINIDES
Name:	AGGELOS
Rank/Position:	PROFESSOR
School:	LAW
Department:	LAW
Scientific Domain: *	Criminal Law and Procedural Criminal Law

**Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
DOCTOR JURIS UTRIUSQUE	1981	WURZBURG UNIVERSITY Germany	LAW SCHOOL	
POSTGRADUATE STUDIES		WURZBURG UNIVERSITY Germany	LAW SCHOOL	
PTYCHION	1975	UNIVERSITY OF ATHENS Greece	LAW SCHOOL	

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Nicosia, Cyprus	Professor
2000	2020	Democritus University of Thrace	Greece	Professor (Criminal Law and Procedural Criminal Law)
1993	2000	Democritus University of Thrace	Greece	Associate Professor (Criminal Law and Procedural Criminal Law)
1987	1993	Democritus University of Thrace	Greece	Assistant Professor (Essential Criminal Law)
1985	1986	Lawyer at the Supreme Court of Cassation of Greece (Arios Pagos)	Greece	L Lawyer at the Supreme Court of Cassation of Greece (Arios Pagos)
1985	1986	Research Institute of Procedural Studies	Greece	Researcher
1979	1981	Wurzburg University	Germany	Scientific Associate (Comparative, Foreign Civil and Commercial Law)

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected – (max total 10)

Εργογραφία:

Ι. ΕΠΙΣΤΗΜΟΝΙΚΕΣ ΕΡΓΑΣΙΕΣ

1. Το πρόβλημα του ούτω καλουμένου "Γενικού Δόλου", Ποιν. Χρον. ΚΗ', σελ. 768 ξΠ.
2. Τινά περί της "ελευθέρας εν τη αιτία πράξεως", ΝΟΒ 1980, σ. 154 επ.
- 3.. "Die actio illicita in causa". Είη Beitrag zu den Voraussetzungen und Grenzen der strafrechtlichen Zurechnung einer Handlungserfolgs sowie zur Problematik der provozierten Notwehr, Wi.jrzburg 1982.
4. "Γενικός δόλος" και αιτιώδης συνάφεια, ΝΟΒ 1984, σ. 556 επ.
5. Το "εκ του αποτελέσματος έγκλημα" του άρθρ. 311 ΠΚ και μερικά προβλήματα αιτιότητας, Ελληνική Δικαιοσύνη 1984, σ. 556.
6. Η διάκριση ανάμεσα στην προσβολή κάποιου έννομου αγαθού με αμέλεια και στο μη γνώσιο έγκλημα παραλείψεως, Ελληνική Δικαιοσύνη 1984, σ. 802,
7. Γονική μέριμνα και αρπαγή ανηλίκου, Ελληνική Δικαιοσύνη 1984, σ. 1138.
8. Ο σκοπός παράνομης ιδιοποίησης στο έγκλημα της κλοπής (άρθρ. 372 ΠΚ), Ελληνική Δικαιοσύνη 1985, σ, 586.
9. Οι εκτιμητικές κρίσεις των μαρτύρων, Ποιν. Χρον, ΛΕ', σι 849 επ.
10. Σκέψεις και παρατηρήσεις στο έγκλημα της πλαστογραφίας, Μνήμη Ν. Χωραφά, Η. Γάφου, Κ. Γαρδίκας, τομ. Α', 1986, σ. 265 επ.
11. Βιβλιοκρισία της διατριβής του Hansjorg Iltz, Δίκη 17, σ. 329 επ. Σχόλιο στο Βουλ/μα 5208/1985, Ποιν. Χρον. ΛΣΤ, σα 611, 612.
12. Υπάρχει βάρος αποδείξεως στην ποινική δίκη; Ποιν. Χρον. ΛΣΤ, σ. 542.
13. Καθήκον μαρτυρίας και επαγγελματικό απόρρητο στην Ποινική Δίκη, Α' τεύχος, 1987 (μονογραφία).
14. Παρατηρήσεις στο Βουλ. Πλημ.ΑΘ 5/1987, Ποιν. Χρον. ΛΖ, σ. 466.

15. Παρατηρήσεις στο Πλημ.ΑΘ 2357/1987, ποιν. χρον. ΛΖ, σ. 675.
16. Παρατηρήσεις στο Βουλ. Εφ.Δωδ. 35/1987, Ποιν. Χρον. ΛΖ', σ. 934.
17. Παρατηρήσεις στο Βουλ. Συμβ. Πλημ.ΑΘ. 458/1987, ποιν. χρον. ΛΖ, σ. 937.
18. Παρατηρήσεις στο Βουλ. Εφ.ΑΘ. 1399/1988, Ποιν. Χρον. ΛΗ', σ. 796.
19. Απάτη σε δίκη, Ποιν. Χρον. ΛΗ', σ. 557.
20. Το δικαίωμα της ακροάσεως του κατ/νου, Ποιν. Χρον. ΛΘ', σ. 424.
21. Παρατηρήσεις στο Βουλ. Εφ.ΑΘ. 675/1988, Ποιν. Χρον. ΛΘ', σ. 520.
22. Παρατηρήσεις στο Βουλ. Πλημ.Κω. 54/1988, Ελλ. Δ/νη 31, 1990, σ. 454.
23. Παρατηρήσεις στην ΑΠ 624/1990, Ποιν. Χρον. ΜΑ', σ. 80.
24. Παρατηρήσεις στην ΑΠ 639/1990, Ποιν. Χρον. ΜΑ', σ. 79.
25. Παρατηρήσεις στην ΑΠ 898/1990, Ποιν. Χρον. ΜΑ', σ. 213.
26. Παρατηρήσεις στην απόφαση του Μον. Πλημ.Χαλκ. 5401/1989, Ποιν. Χρον. ΜΑΣ. 928.
27. Το έγγραφο του άρθρου 13 ΠΚ και το τηλετύπημα, Ποιν. Χρον. ΜΑ', σ. 940.
28. Παρατηρήσεις στο Βουλ. Πλημ.ΑΘ. 1719/1991, Ποιν. Χρον. ΜΑ', σ. 1043.
29. Το φορολογικό απόρρητο, Ποιν. Χρον. ΛΘ', σ. 3 επ.
30. Εγκλήματα των μνημένων και πληροφορημένων από το εσωτερικό μιας επιχείρησης, Ελλ. Δίνη, 1992, σ. 263 επ.
31. Καθήκον μαρτυρίας και επαγγελματικό απόρρητο στην ποινική δίκη, τευχ. Β', 1991 (μονογραφία),
32. Η θέση του συνηγόρου υπερασπίσεως στην ποινική δίκη, 1992 (μονογραφία).

33. Ποινική Δίκη και μέσα μαζικής ενημέρωσης, Μνήμη Ν, Φωτάκη, 1997 (σ, 97 επ.).
34. Παρατηρήσεις στις διατάξεις του Σχ. ΚΠΑ για τα αποδεικτικά μέσα, Ποιν. Χρονη ΜΕ', σ. 1079 ξΠ.
35. Καθήκον αληθείας, επαγγελματικό απόρρητο και ιδιωτικές έρευνες του συνηγόρου, Ποιν. Χρον. ΜΤ, σ. 609 επ.
36. Τραπεζικό απόρρητο και νομιμοποίηση εσόδων από εγκληματικές δραστηριότητες, τιμητικός τόμος για τον Γ.Α, Μαγκάκη, Αθήνα 1999.
37. Παρατηρήσεις στο Βουλ. Συμβ,Εφ. 1715/1993, Ποιν. Χρον, ΜΓ' , σ. 1301.
38. Παρατηρήσεις στο Βουλ. Συμβ,Πλημμ. 102/1993, Ποιν. Χρον. ΜΓ' , σ. 219.
39. Παρατηρήσεις στο Βουλ. Συμβ.Πλημμ. 482/1992, Ποιν. Χρον. ΜΓ' , σ. 729.
40. Παρατηρήσεις στην Πλημμ. Καλαβρύτων 256/1992, Ποιν. Χρον. ΜΓ' , σ. 1184.
41. Έρευνες και κατασχέσεις σε δικηγορικά γραφεία, Ποιν. Χρον. ΜΕ' , σ. 865 επ.
42. Ερμηνευτικά ζητήματα της αποδεικτικής διαδικασίας στην ποινική δίκη και οχετικές μεταρρυθμιστικές προτάσεις, Δ 27, 1996, σ. 702 επ.
43. Έννοια και λειτουργία του εγγράφου στο ουσιαστικό και δικονομικό ποινικό δίκαιο, Φεβρουάριος 2000 (μονογραφία).
44. Το έγγραφο ως αποδεικτικό μέσο στην ποινική δίκη, τιμητικός τόμος για Δ, Σπινέλλη, Αθήνα, 2001.
45. Συνέπειες από τη διευρυμένη έννοια του εγγράφου (άρθρ. 13 στοιχ. γ' ΠΚ) στις μαγνητο-βιντεοταινίες και τους ψηφιακούς δίσκους (CD), Ποινικός Λόγος, 2001, σ. 1661 ξΠ.
46. Παρατηρήσεις στην Τριμ. Πλημμ. Πειρ. 1698/2001, Ποινικός Λόγος 2001, σ. 1148.
47. Καταπολέμηση της Διαφθοράς των Κρατικών Λειτουργών και Υπαλλήλων (Πρακτικά Διεθνούς Συνεδρίου). Παρουσίαση, Ποινικός Λόγος, 2001, σ. 1613.
48. Παρατηρήσεις στην Τριμ. Πλημμ. Ηρακλ. 60/1999, Ποιν. Χρον. ΝΑ' (2001) σ. 1107.



49. Ν. 2928/2001 «Τροποποίηση των διατάξεων του ΠΚ και του ΚΠΔ και άλλες διατάξεις»τ ' Εκθεση Επιστημ. Υπηρ. της Βουλής, Ποιν. Χρον. ΝΑ ' (2001) σ. 1013 επ.
50. Ο θεσμός της υφ' όρον απολύσεως, Ποιν. Χρον. ΝΒ' (2002), σ. 769 επ.
51. Ν. 3064/2002 «Καταπολέμηση της εμπορίας ανθρώπων» Έκθεση Επιστημ. Υπηρεσίας της Βουλής, Ποιν.Χρον. ΝΒ ' (2002) σ. 951 επ.
52. Βιβλιοκρισία, Ε.Συμεωνίδου-Καστανίδου, Εγκλήματα κατά της ζωής, Ποινικός Λόγος,2002, σ.887.
53. Η ποινική αντιμετώπιση των μεταμοσχεύσεων, Ποιν. Χρον. ΝΓ' (2003) σ.481 επ. (προδημοσίευση από τον τιμητικό τόμο Π. Καργάδου σ. 375 επ.).Νι 3

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					

**Specify venue, geographic location etc*

**Research Projects. List the five (5) more recent and other five (5) selected
(max total 10)**

Ref. Number	Date	Title	Funded by	Project Role*

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

**Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.
List the five (5) more recent (Optional Entry)**

Ref. Number	Period	Organization	Title of Position or Service	Key Activities

**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:

**Other Achievements. List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Key Activities:



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

CHARALAMBOS DIMOPOULOS

Professor
Department of Law
School of LAW



Short Curriculum Vitae of Professor Charalambos N. Dimopoulos

He was born in the late 1950s, in Melbourne, Australia, where he resided during the early years of his life. He was one of the first post-war Greek children, by late Greek immigrant parents in 1953. He returned to Greece shortly before the dictatorship, where he attended school continuously. He graduated from the six-grade male school in Aigio as a flag bearer, while earlier he also studied in Chalandri. After graduating Law School, he became a lawyer in Patra (1981) and the same year he was accepted with honors at the Postgraduate School of Criminal and Criminological Sciences at the Law School of Thessaloniki. He was awarded a PhD (1986) at the Law School of Thessaloniki. He conducted postgraduate research and occasionally worked at the Bielefeld Law Schools, Frankfurt, etc. As a beobachter he attended Grundstufe III, Mittelstufe I courses in Cologne. In 1976 he enrolled in the Journalism Laboratory (Sinai and Akadimias, 3 The Floor), where he was unanimously elected President.

At the Ministry of Culture he worked at the institution of Free Open Universities (under Melina Mercouri), where: A) He gave numerous speeches and for a number of years in Greek prisons and in the Army B) Carried out for a decade (mainly '80) a series of scientific speeches in Municipalities of the country C) Carried out similar speeches abroad: Larnaca, Paphos, Dusseldorf, Wuppertal, Dortmund, Copenhagen, Malm, Stockholm, in cities in the Netherlands, Utrecht, etc. D) He gave lectures at conferences, while he taught at the Pedagogical Schools "Sociology of Education", at TEFAA DUTH "Sociology of Sports" - "Sports Law" etc. E) He was hired at the Law School of Democritus University of Thrace in November 1980 and appointed with the Official Gazette on 11.2.1981 (as a research associate in the Sector of Criminal Law, Criminology, Investigation, Penitentiary and in the Laboratory of Forensic Psychology). He teach the cognitive subjects of "Introduction to Penal law" and "Criminology". He was vice-president of the student association "Costas Varnalis" and later president of the association pf teaching personnel of the Faculty of Law of Democritus University of Thrace. In 1991, after a successful election, he was appointed Deputy Mayor of Aigio and from 1996 to 2000, he served as a special advisor (Ev. Giannopoulos) to the Ministry of Justice and represented the Minister abroad. For 15 years - starting from 1983 and in a periodical way - he taught the above-mentioned courses at the School of Officers of the Hellenic Police and Officers of the Fire Brigade. Since 1991 and for 14 times in a total time of about 5 years he served as Visiting Professor, initially in Philadelphia, later for 4 years at Harvard Law School, and worked at B.U. The fruit of his research there is part of the works, which are namely mentioned below.

Scientific Work

1. Thoughts and Conclusions from the study of Criminology Statistics, Hellenic Justice (22nd), 1981, pp. 483-587.
2. Concerns about the Conversion of the Deprived of Freedom penalties, "Legal Studies", No. 2, ΕΔΠ Law School D.U.Th., Reprint, p. 1-23, 1981.
3. Drugs, "I read", 1984.
4. Presentations of Sociology, Ant. N. Sakkoula, 1986.
5. Government and Criminology, Criminology Bulletin Update, vol. 5-6, 1986, p. 5 ff.
6. Criminological remarks on Thomas More's "Utopia", "Legal Studies" 4, Reprint, pp. 1-13, 1986.
7. Crime and the Press, Chronicles of Criminology and the Judiciary Psychiatry, 1986.
8. The Forensic Counter-prohibition of Drug Use, Chronicles Criminology and Forensic Psychiatry, vol. 4, pp. 9-53, 1986.
9. Pre-criminal danger and countermeasures of it, Ant. N. Sakkoula, 1988.
10. The criminological issue of modern economics crimes, Ant. N. Sakkoula, 1988.
11. The problem of crime in Australia, Ant.N. Publications Bag, 1989.
12. The re-socialization of prisoners according to law 1851/1989, Chronicles vol.1, p. 75 ff.
13. Introduction to Socialist Criminology, Ant. N. Sakkoula, 1990.
14. Abolitionismus, Ant. N. Sakkoula, 1990.
15. The imminent corrective reform in Greece: Beyond punishment, Chroniques, Laboratoire de Criminologie et de Psychiatrie legale Vol. 5. Ant. Sakkoulas, 1992, p. 73 ff.
16. The juvenile homicide, Ant. N. Sakkoula, 1997.
17. The crisis of the prison institution and non-prison sanctions, Criminology II, Ant. N. Sakkoula, 1998.
18. The police and the police officer, Ant. N. Sakkoula, 2000.
19. Greek prison law in the 19th century, Criminology 23, Ant. N. Sakkoula, 2002.
20. Private Prisons, Legal Library, 2002.
21. The prison. Historical and architectural approach, Ant. N. Sakkoula, 2003.
22. The Globalization of Crime (Criminology), Ant. N. Sakkoula, 2003.
23. A globalization without identity, Media + crime, Ant. N. Sakkoula, 2003.
24. The treatment of dangerous prisoners, Legal Library 2004.
25. Penitentiary Legislation, Legal Library, 2005.
26. Police Legislation, Legal Library, 2005.

27. Corruption, Legal Library, 2005 (Foreword: Ev. Venizelos)
28. Juvenile Law (Code) first edition, Legal Library, 2005
29. Juvenile Law (Code) 2nd edition, enriched, Legal Library, 2005
30. Globalization and Terrorism, Legal Library, 2006.
31. Victims Law Code, Legal Library, 2006.
32. Juvenile Law: Theory and Practice, 1st Edition Legal Library, 2006.
33. Juvenile Law: Theory and Practice, 2nd Edition Legal Library, 2006.
34. Juvenile Law: Third Edition, in force, revised and enriched, Legal Library, 2017.
35. Introduction to Victimology, Law Library, 2006.
36. Legislative Texts on Terrorism, Legal Library, 1st Edition, 2006.
37. 2nd Edition, enriched, Legal Library, 2010.
38. Crimes of Sexual Exploitation of Minors: Commercial Pornography – Abuse to Adultery, Legal Library, 2006.
39. The draft law "on tackling domestic violence", Criminal Justice, Issue 8-9, 2006, pp. 1040 ff.
40. The transfer of prisoners, Criminal Justice 2006, Issue 1, p. 85.
41. Police Law, Legal Library, 2007.
42. Penitentiary Law, Legal Library, 2009.
43. Victim Code, Law Library, 2008.
44. Criminology Recommendations, Legal Library 2008.
45. The real crime, In the honorary volume St. Alexiadis (Schools-Object of Criminology, P. Sakkoula, 2010, p. 315 et seq.)
46. Criminal investigation, First Edition, Legal Library, 2010.
47. Criminal investigation 2nd Edition, enriched, Legal Library 2011.
48. Criminal investigation 3rd Edition, completely revised and updated, Legal Library 2018.
49. Criminology Handbook, Legal Library, 2012.
50. The Expertise, Legal Library, 2017.
51. "The Concept of Law in Democritus", Criminal Justice, Issue 12, 2017, pp. 1161 ff.
52. "Publication: European Investigative Order", Criminal Justice, July 2018.
53. Upon publication, they have been submitted for publication:
 - a. The status of convicted prisoners, Criminal Times 2018.
 - b. Prevention and suppression of violence and domestic violence, Criminal Justice, 2018.
 - c. The rules for enforcing court decisions and sentencing and Interim Measures against Freedom, Criminal Justice 2018



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

ANTHI PELLENI-PAPAGEORGIOU

Visiting Professor
Department of Law
School of LAW



Academic Personnel Short Profile / Short CV

Institution:	Philips University
Surname:	PELLENI-PAPAGEORGIOU
Name:	ANTHI
Rank/Position:	VISITING PROFESSOR
School:	LAW
Department:	LAW
Scientific Domain: *	CIVIL LAW

**Field of Specialization*

Academic qualifications

(list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Ph.D LAW	1992	UNIVERSITY OF ATHENS	LAW SCHOOL	
RESEARCH ACTIVITY	1979-1980	UNIVERSITY OF FRANKFURT, GERMANY	LAW SCHOOL	
POSTGRADUATE STUDIES	1978-1979	UNIVERSITY OF FRANKFURT, GERMANY	LAW SCHOOL	
PTYCHION	1975	UNIVERSITY OF ATHENS	LAW SCHOOL	

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Nicosia, Cyprus	Visiting Professor
1980	2020	LAW SCHOOL, UNIVERSITY OF ATHENS	ATHENS	

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1		50 practical issues in Special Law of Contract (collective work), 2nd ed. 2020				160
2		Speech on Matters of joint bank accounts on the Law of Succession, at the Association of Civil Law Professionals, 2019				
3		Speech on "Issues relating to patients' consent", 2017				
4		Observation on Supreme Court's judgment 579/2016: Requirements for the validity of autograph wills, EPoID 2017.				39-40
5		Medical civil liability and patient's consent, book, 2016				XXII + 322
6		Matters of joint bank accounts, in the Commemorative Volume (by the Bank of Greece) for professor Leonidas Georgakopoulos, Opinion, 2016				

7		Interpretation of articles 108-126 of the Civil Code, in Civil Code, Georgiades/ Stathopoulos, volume I (General Principles), 2 nd edition, 2016				pp.1142-1208
8		Speech on "Domestic violence" at the 1 st Conference of the Armed Forces Legal Corps, Athens, 2017.				
9		Observations on judgment 49/2016 of the Justice of Peace of Kalamata: Legal nature of the living donor's consent to transplant, ChriD 2017.				192-193.
10		. Issues arising from new arrangements on consumer credit agreements , 2012.				XXIV + 300

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					

**Specify venue, geographic location etc*



Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*

*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities

Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Awarded by:

Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Key Activities:



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



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PHILIPS UNIVERSITY

ANDREAS G. ORPHANIDES

Professor

Department of Law

School of LAW



Academic Personnel Short Profile / Short CV

University:	Philips University
Surname:	Orphanides
Name:	Andreas G.
Rank/Position:	Professor
Faculty:	School of Law
Department:	Department of Law
Scientific Domain: *	History, Archaeology and Anthropology

* Field of Specialization

Academic qualifications

(list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
DHC (Doctor Honoris Causa)	2012	"Ovidius" University of Costantza (Romania)		

Ph.D., (Anthropology/Archaeology)	1986	University at Albany, SUNY (USA)	Department of Anthropology	Andreas G. Orphanides, <u>Towards a Theory for the Interpretation of Material Remains in Archaeology: The Bronze Age Anthropomorphic Figurines from Cyprus</u> ,
M.A. (Classics/Archaeology)	1982	University at Albany, SUNY (USA)	Department of Classics	Andreas G. Orphanides, <u>Bronze Age Anthropomorphic Figurines in the Cesnola Collection at the Metropolitan Museum of Art</u>
Πτυχίο [B.A.] (History-Archaeology)	1978	University of Athens (Greece)	Department of History-Archaeology	

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Cyprus	Professor
2007	2014	European University-Cyprus	Cyprus	Rector
1987	2020	Cyprus College/ European University-Cyprus	Nicosia, Cyprus	Dean & Assoc. Professor/Professor

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2019	"The Role of Culture in International Peace-Keeping and Business Operations"		<i>IJRDO - Journal of Social Science and Humanities Research</i>	4:2	98-109
2	2017	"Late Bronze Age Socio-Economic and Political Organization, and the Hellenization of Cyprus"		<i>Athens Journal of History</i>	3:1	7-20
3	2007	"Piracy in Cyprus and the Eastern Mediterranean during the Later Lusignan and Venetian Periods (15th-16th Centuries)"	Nicholas Koureas	<i>Επετηρίς του Κέντρου Επιστημονικών Ερευνών Κύπρου</i>	33	21-62
4	2001	"The Bronze Age Anthropomorphic Figurines from Cyprus: Women's Child Caring Role"		<i>Archaeologia Cypria,</i>	4	83-94

5	1988	"A Classification of the Bronze Age Terracotta Anthropomorphic Figurines from Cyprus"		RDAC		187-199
6	1983	(Monograph) <i>Bronze Age Anthropomorphic Figurines in the Cesnola Collection at the Metropolitan Museum of Art</i>		SIMA, Pocket-Book 20, Gothenburg: Paul Astroms Forlag		1-88
7	1985	(Book) <i>Radioanalytical Techniques in Archaeology: Pottery and Raw Clay Analysis</i>		Nicosia: AGO Publications		1-104
8	1990	(Book) <i>Greek and Latin Texts to the Third Century A.D.</i>	P. W. Wallace	SHC, Volume I, Nicosia: Institute of Cypriot Studies, University at Albany, and Cyprus College		1-312
9	1996	(Book) <i>Near Eastern and Aegean Texts from the Third to First Millennia B.C.</i> (by A. Bernard Knapp)	P. W. Wallace	SHC, Volume II, Albany, NY: Greece and Cyprus Research Center		1-92
10	1996	(Book) <i>A Pilgrim's Account of Cyprus: Barsky's Travels in Cyprus</i> (by A. D. Grishin)	P. W. Wallace	SHC, Volume III, Albany, NY: Greece and Cyprus Research Center		1-114

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1	2004-present	Various Projects undertaken	EURASHE/EU	Coordinator or Partner
2	2000-present	<i>The Bronze Age Terracotta Figurines from Cyprus</i>		Project Director/Chief Investigator
3	2006	European Quality Assurance Forum: <i>Embedding Quality Culture in Higher Education</i>	EU	Project Partner
4	2004-2006	<i>AVD-Merge: Educational Network Structure for Dissemination of Real Time AV/Data Communication in Engineering Education</i>	European Commission-Minerva Action	Project Partner (Research Collaborator)
5	1983-2000	<i>Applications of Radioanalytical Techniques in Archaeology: Chemical Characterization of Bronze Age Anthropomorphic Figurines in Cyprus</i>		Project Director & Chief Investigator
6	1996-1999	<i>An Intercultural Education and Training Program for International Business in Cyprus, Egypt, Greece, Israel, Jordan, and the Occupied Territories</i>	Med-Campus (EU)	Network/Project Coordinator

7	1980-1995	SUNYA-Cyprus Archaeological Expedition		Assistant Director and Pottery Specialist
8	1976-1978	Colorado University Excavations at Lithares, Greece		Stone Implement Specialist
9	1996	Excavations at Eretria, Greece		Excavations Participant

*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2015-present	Cyprus Agency of Quality Assurance and Accreditation of Higher Education	Council Member	
2	2015-present	BFUG Group/Team On Monitoring Progress in Realising the European Higher Education Area (EHEA)	Member	
3	2003-2011	Governing Board, Open University of Cyprus	Member	
4	2011-2015	European Association of Institutions in Higher Education (EURASHE)	9th President	
5	2010-2011 & 2014-2015	Executive Board of European Quality Assurance Register of Higher Education (EQAR)	3rd & 7th President	

Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Awarded by:
1	2016	Honorary Award	Rectors' Conference of Higher Education Institutions of Poland (KRZaSP)
2	2014	"Gold Medal for his significant contribution to the field of Education and Science, and for his support to modernization of programs of Universities of the Republic of Armenia"	Ministry of Education and Science of the Republic of Armenia
3	2012	DHC (Doctor Honoris Causa)	"Ovidius" University of Costantza, Romania
4	1996	Achievement Award for Contribution to Conflict Resolution as Leadership Function	Institute for Multi-Track Diplomacy & The Cyprus Consortium, Virginia, USA
5	1984	Outstanding Scholarly Achievement Award	SUNY at Albany, USA
Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Key Activities:
1	2009	Honoured as a distinguished University Professor	City Council of Lapithos
2	2005	Honoured for "his overall contribution to Science, Research and Culture"	Mayor of Lapithos
3	2004	Honorary Award	[KENTHEA] (KENΘEA), Larnaca
4	2001	Honorary Presentation of his Popular Oratorio "Νησί του Έρωτα"	Embassy of Cyprus, Athens
5	1988	Special Faculty Award	Cyprus College, Nicosia



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

KOIMTZOGLOU IOANNIS

Associate Professor
Department of Law
School of LAW



Short Profile of Academic Staff / Short Curriculum Vitae

Institution:	PHILIPS UNIVERSITY
Surname:	KOIMTZOGLOU
Name:	IOANNIS
Rank/Position:	ASSOCIATE PROFESSOR
School:	LAW
Department:	LAW
Scientific Domain:	LAW

** Specialization*

Academic Qualifications / Qualifications (entries to be made starting with the highest title)

Academic Title	Year	Foundation	Section	Thesis Title
Ph.D.	1997	ARISTOTLE UNIVERSITY OF THESSALONIKI	LAW SCHOOL	FORMS OF UNFORESEEN CHANGE OF IMPLEMENTATION CONDITIONS IN ADMINISTRATIVE CONTRACTS
MASTER OF LAWS	1990	ARISTOTLE UNIVERSITY OF THESSALONIKI	LAW SCHOOL	
BACHELOR OF LAWS	1986	ARISTOTLE UNIVERSITY OF THESSALONIKI	LAW SCHOOL	

Employment History in Academic Institutions/Research Centres – register the three (3) most recent				
Period of Employment		Employer	Place	Position
Of the	Until the			
2020	Today	PHILIPS UNIVERSITY	Nicosia, Cyprus	Associate Professor
2020	Today	ATHENS UNIVERSITY OF ECONOMICS	Athens	HEAD OF LEGAL SERVICE
2001	2020	HELLENIC OPEN UNIVERSITY	Thessaloniki	COLLABORATING EDUCATIONAL STAFF
1992	2000	ARISTOTLE UNIVERSITY OF THESSALONIKI	Thessaloniki	Paid Doctoral Student

Main articles in scientific journals with <u>judges</u> , monographs, books, conference publications . Register the five (5) most recently and another five (5) selected – (max total 10)						
A/A	Year	Title	Other authors	Scientific Journal and Publisher / Conference	Volume	Sna.
1	2020	RECRUITMENT LAW - PREFECTURE OF ASEP	VASILIOS TZEMOS et al. COLLECTIVE PROJECT	NOMIKI BIBLIOTHIKI		456
2	2019	PUBLIC GOVERNANCE, PERSPECTIVES AND CHALLENGES IN THE 21ST CENTURY	Ch. ANTHOPOULOS etc. CONFERENCE PROCEEDINGS	SAKKOULA PUBLICATIONS		358
3	2017	SUMMARY OF ADMINISTRATIVE LAW	-----	NOMIKI BIBLIOTHIKI		245
4	2014	DICTIONARY OF LEGAL OROLOGY	E.SPILIOPOULOS-CH.POLITIS	NOMIKI BIBLIOTHIKI		470

			Ch.CHRYSANTHAKIS			
5	2010	ENFORCEMENT OF EU STATE AID LAW AT NATIONAL LEVEL	COLLECTIVE PROJECT	LEXXION PUBLISHER BERLIN		380
6	2007	ADMINISTRATIVE THEORY & PRACTICE – ADMINISTRATION AND SOCIETY	CONFERENCE PROCEEDINGS	SAKKOULA PUBLICATIONS		320
7	2003	THE PRINCIPLE OF MERIT TO PUBLIC LAW	-----	A. SAKKOULA PUBLICATIONS		247
8	2005	ELEMENTS OF PUBLIC LAW	-----	SAKKOULA PUBLICATIONS		220
9	2015	CHARISTIRION DRYLLERAKI	HONORARY VOLUME	LEGAL LIBRARY		280
10	2012	STUDY TO THE EUROPEAN COMMISSION ON THE GREEK PUBLIC PROCUREMENT LAW	COLLECTIVE PROJECT	DLA PIPER BRUSSELS		320

Reports (where applicable). Register the five (5) most πιο recent and another five (5) selected – (max. TOTAL 10)					
A/A	Date	Theme	Internationalς / Localor	Location*	Role in the Exhibition
1					
2					

* To register the site, the city etc.. t. l.

Research Projects.. Register the five (5) most recent and another five (5) selected– (Max. Total 10)

A/A	Date	Title	Grant From:	Role in Research Projects *
1	9/2020	STRATEGIC LEGAL SUPPORT FOR ELKE OPA	Aueb	RESEARCHER
2	10/2009	GREEK NATIONAL REPORT ON STATE AID BEFORE EU COMMISSION	CCSD- EU	RESEARCHER
3	10/2008	ESTABLISHING AN INSTITUTIONAL FRAMEWORK FOR FISHERIES TOURISM	EPEAK	RESEARCHER
4	5/2008	LEGISLATIVE FRAMEWORK OF THE SECRETARY-GENERAL OF CIVIL PROTECTION	Ministry of Foreign Affairs	RESEARCHER
5	02/2008	STUDY ON DOUBLE TAXATION IN GREECE	IFA INTERNATIONAL	RESEARCHER
6	06/2006	STUDY ON ARBITRATION CLAUSES OF TAX DISPUTES	IFA /ICC	RESEARCHER
7	01/1998	ESTABLISHMENT OF A MINISTRY OF INTERNAL AFFAIRS	Ministry of Foreign Affairs	RESEARCHER
8	7/1999	REFORM OF THE PROGRAM OF STUDIES OF LAW SCHOOL OF ARISTOTLE UNIVERSITY OF THESSALONIKI	EPEAK	RESEARCHER
9	01/1996	ARISTOTLE UNIVERSITY LEGAL SUPPORT STRATEGY	EPEAK	RESEARCHER
10	11/2019	COMPARATIVE STUDY OF GREEK/CYPRIOT PUBLIC LAW	DSA/ADR	RESEARCHER

Academic Consulting Services and/ or Participation in Councils/ Boards / Committees - To be registered the five (5) most recent (Optionally registered)				
A/A	Period	Organisation	Position or Service Title	Main Activities
1	9//2020- TODAY	Elke/OPA	LEGAL ADVISOR	LEGAL SUPPORT FOR PROJECTS
2	05/2020-TODAY	KEPA-ANEM	LEGAL ADVISOR	LEGAL SUPPORT FOR PROJECTS
3	9/2020-TODAY	Aueb	LEGAL ADVISOR	GDPR OPA DEPARTMENT
4	1999-TODAY	EKDD	RESEARCHER-TEACHER	TEACHER-RESEARCHER
5	2008-TODAY	Kesd	RESEARCHER-RAPPORTEUR	RESEARCHER-RAPPORTEUR

Awards / International Distinctions (where applicable). Register the five (5) most recent and another five (5) selected – (max. ten (10) (Optionally registered)			
Ref. Number	Date	Title	Awarded by:
1	1997	Paid Doctoral Teacher	Auth
2	1984	Scholarship	IKY
3	2006	PAUL HARRIS FELLOW	ROTARY INTERNATIONAL

Other Distinctions. Register the five (5) most recent and another five (5) selected (maximum no. ten (10) (Optionally registered)			
A/A	Date	Title	Main Activities
1			



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

GIANNOPOULOS PANAGIOTIS

Associate Professor
Department of Law
School of LAW



Academic Personnel Short Profile / Short CV

Institution:	Philips University
Surname:	Giannopoulos
Name:	Panayiotis
Rank/Position:	Associate Professor
School:	LAW
Department:	Law
Scientific Domain: *	Civil Procedure, Arbitration

**Field of Specialization*

Academic qualifications

(list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Dr. Juris (Ph.D)	2002	Democritian University of Thrace	Faculty of Law	Recognition of foreign non contentious judgments in Greece
LL.M.	2000	Aristotelion University of Thessaloniki	Faculty of Law	Scope of application of the UN Convention on the international sale of goods



LL.B.	1996	Democritian University of Thrace	Faculty of Law	
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Employment history in Academic Institutions/Research Centers – List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Nicosia, Cyprus	Associate Professor
2017	2020	Democritian University of Thrace	Komotini, Greece	Assistant Professor
2011	2016	Democritian University of Thrace	Komotini, Greece	Senior Lecturer
2007	2011	Democritian University of Thrace	Komotini, Greece	Junior Lecturer (part time)
2005	2007	Alexandrian Polytechnic of Thessaloniki (T.E.I.) [now absorbed by International Hellenic University]	Thessaloniki, Greece	Assistant Professor (part time)
2004	2006	Polytechnic of Western Macedonia (T.E.I.) [now absorbed by Western Macedonia University]	Kastoria, Greece	Assistant Professor (part time)



2000	2001	Democritian University of Thrace	Komotini, Greece	Research Assistant
1999	2000	Center for International and European Law	Thessaloniki, Greece	Junior research fellow

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1	2020	Mediation and Civil Trial	-	Sakkoulas, Thessaloniki	1	354
2	2018	Conciliatory Attempt through mandatory mediation under L. 4512/2018	-	Sakkoulas, Thessaloniki	1	195
3	2018	Interpretational problems and interactions between the new ordinary proceedings and Regulation 1393/2007	-	Sakkoulas, Thessaloniki	1	80
4	2017	Corruption, Arbitration and International Public Policy	-	Sakkoulas, Thessaloniki	1	337
5	2016	Attorney Fees under the new Code on the Legal Profession (L.	-	Sakkoulas, Thessaloniki	1	401

		4194/2013) and their legal protection				
6	2013	Amendment of the arrest report and the initial bidding price of the auction proceedings	-	Sakkoulas, Thessaloniki	1	155
7	2010	Intervention effect in Civil Proceedings		Ant. Sakkoulas, Athens-Komotini	1	370
8	2010	Civil Code Brief Commentary (arts. 480-495)	Prof. Prof. h.c. Dr. Apostolos Georgiades	Sakkoulas eds. Dikaion & Oikonomia	1	40
9	2007	Provisional Measures in the context of exequatur proceedings	-	Sakkoulas, Thessaloniki	1	270
10	2005	Affidavits as means of evidence in Civil Proceedings		Sakkoulas, Thessaloniki	1	300

Exhibitions (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1		N/A			

*Specify venue, geographic location etc



Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
		N.A		

*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2001-now	Sakkoulas Dikaion & Oikonomia	Member of the board of contributors at the legal review "Chronicles of Private Law"	
2	2007-now	Sakkoulas, Thessaloniki	Member of the board of editors at the legal review "Civil Procedure Law Review"	
3	2018-now	Sakkoulas, Thessaloniki	Member of the board of editors at the legal review "Arbitration"	
4	2018-now	Thessaloniki Bar Association	Member of the Board of Directors of Thessaloniki Bar Association	
5	2018-now	National School of Judges	Member of the Educational Council	



Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Awarded by:
1	1999/2000	Research Scholarship "Crateros Ioannou"	Center of International and European Law
2	1992/1996	Scholarship of the National Institution of Scholarships of Greece (I.K.Y.) for academic performance	National Institution of Scholarships of Greece (I.K.Y.)

Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Key Activities:



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



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PHILIPS UNIVERSITY

GRAMMATIKAS VASSILIOS

Assistant Professor
Department of Law
School of LAW



Academic Personnel Short Profile / Short CV	
Institution:	Philips University
Surname:	Grammatikas
Name:	Vassilios
Rank/Position:	Assistant Professor
School:	LAW
Department:	Law
Scientific Domain: *	Public International Law / Minority Protection

**Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
PhD in International Law	2002	Democritus University of Thrace	Law	Armed Reprisals and their place in modern international affairs
LLM in International Law	1994	University of Nottingham (UK)	Law	The Definition of Minorities in International Law
Law Degree	1992	Democritus University of Thrace	Law	-

Employment history in Academic Institutions/Research Centers– List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Nicosia, Cyprus	Assistant Professor
10/2004	05/2020	Democritus University of Thrace	Komotini, Greece	Lecturer (2004-2010) Ass. Professor (2011-2016) Permanent Ass. Professor (2017-2020)

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/Conference	Vol.	Pages
1	2019	The Protection of Minorities in the UN Context		<i>Evrigenis Yearbook of International & European Law</i>	1	89-102
2	2018	<i>Minorities in the E.U. (Μειονότητες στην Ευρωπαϊκή Ένωση) (chapter - κεφάλαιο)</i> <i>In greek</i>	Naskou-Perraki P., Gaitenidis N. & Katsoulis S. (eds.) (Νάσκου-Περράκη Π., Γαϊτενίδης Ν. & Κατσούλης Σ. (επ.)	<i>European Policies from and towards the Protection of Fundamental Rights</i> (Sakkoulas, Athens-Thessaloniki, 2018) (Ευρωπαϊκές Πολιτικές από και προς την προστασία των θεμελιωδών δικαιωμάτων (Εκδόσεις Σάκκουλα, Αθήνα-Θεσσαλονίκη, 2018)		231-250

3	2016	<i>Responsibility to Protect (R2P) and Minorities (chapter)</i>	Pazartzis P. & Gavouneli M. (eds)	<i>Reconceptualizing the Rule of Law in Global Governance, Resources, Investment and Trade</i> , (Hart Publishing, Oxford & Portland (Oregon), 2016)		89 - 104
4	2014	A Different Perspective? Russian Interpretation of the International Law in the Post-Cold War Era		<i>Yearbook of the Institute of East-Central Europe</i>	13	35-46
5	2014	<i>Imposing something that does not exist? The promotion of minority rights in the context of the EU enlargement process and the ENP</i>	T. Skouteris / M. Vagias (eds.)	<i>International Organisations and Human Rights: Essays in Honor of Professor Paroula Naskou Perraki</i> (Themis Publishers: Athens, 2014)		185-202
6	2011	The EU v. Balkan and Eastern European countries: unwelcome neighbors or potential members?		University of Pitesti: <i>Scientific Bulletin – Economic Sciences</i>	10	28-42
7	2010	<i>The International Protection of Minorities and their treatment in the Black Sea countries of the former USSR (monograph - in Greek)</i> <i>Η Διεθνής προστασία των Μειονοτήτων και η Αντιμετώπισή τους στα Παρενχέινια Κράτη της πρώην Ε.Σ.Σ.Δ (μονογραφία)</i>		Papazisi Editions, Athens, 2010 (Εκδ. Παπαζήση, Αθήνα, 2010)		360 σελ.
8	2009	Kosovo v. South Ossetia? Modern politics of Secession and international Law		<i>Tbilisi State University, Journal of International Law</i>	1	26-43

9	2008	<i>EU Counter-terrorist Policies: Security vs. Human Rights?</i>		Working Papers, HUMSEC Project (http://www.humsec.eu/cms/fileadmin/user_upload/humsec/Workin_Paper_Series/Working_Paper_Grammatikas.pdf)		1-21
10	2008	<i>The Experiment of Bosnia & Herzegovina</i> (chapter – <i>in Greek</i>) <i>Το πείραμα της Βοσνίας – Ερζεγοβίνης</i> (κεφάλαιο)	Alexandrou Ch. & Malkidis T. (eds.) Αλεξάνδρου Χ. & Μαλκίδης Φ. (επ.):	<i>Security Challenges for Greece & Cyprus</i> (Papazisi editions, Athens, 2008) <i>Προκλήσεις Ασφαλείας για την Ελλάδα και την Κύπρο</i> (εκδ. Παπαζήση, Αθήνα, 2008)		85-111

Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.

(max total 10)

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					

*Specify venue, geographic location etc

Research Projects. List the five (5) more recent and other five (5) selected

(max total 10)

Ref. Number	Date	Title	Funded by	Project Role*

*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.

List the five (5) more recent (Optional Entry)

Ref. Number	Period	Organization	Title of Position or Service	Key Activities

Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.

(max total 10) (Optional Entry)

Ref. Number	Date	Title	Awarded by:

Other Achievements. List the five (5) more recent and other five (5) selected.

(max total 10) (Optional Entry)

Ref. Number	Date	Title	Key Activities:
1	10/2013 10/2014 11/2016 11/2017	Visiting Professor – Nicolaus Copernicus University, Torun, Poland	Teaching of the following topics: (a) International Human Rights, (b) international protection of minorities



	12/2019		
2	5/2019	Visiting Professor – Mazaryk University, Brno, Czech Republic	Teaching focused on the international protection of minorities, refugees and migrants



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



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PHILIPS UNIVERSITY

ARGALIAS PANAGIOTIS

Lecturer

Department of Law
School of LAW



Academic Personnel Short Profile / Short CV

Institution:	PHILIPS UNIVERSITY
Surname:	ARGALIAS
Name:	PANAGIOTIS
Rank/Position:	LECTURER
School:	LAW
Department:	LAW
Scientific Domain: *	EU LAW - ENERGY LAW - PUBLIC LAW OF THE UNITED KINGDOM

**Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Phd,	2016	DEMOCRITUS UNIVERSITY OF THRACE	FACULTY OF LAW	RIGHTS AND DUTIES OF THE CONTRACTING PARTIES UNDER THE ENERGY CHARTER TREATY ^t
LLM IN EUROPEAN UNION LAW	2018	OPEN UNIVERSITY OF CYPRUS –EUROPEAN UNIVERSITY OF CYPRUS	FACULTY OF ECONOMICS AND ADMINISTRATION	NOT REQUIRED

LL.M IN EUROPEAN COMMUNITY LAW	2007	DEMOCRITUS UNIVERSITY OF THRACE	FACULTY OF LAW	THE GENERAL AGREEMENT ON TARRIFS AND TRADE
BACHELOR DEGREE IN LAW	2004	DEMOCRITUS UNIVERSITY OF THRACE	FACULTY OF LAW	NOT REQUIRED
BACHELOR DEGREE IN ECONOMICS	1999	ARISTOTLE UNIVERSITY OF THESSALONIKI	FACULTY OF LAW AND ECONOMICS	NOT REQUIRED

Employment history in Academic Institutions/Research Centers– List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	NICOSIA, CYPRUS	LECTURER
15/10/2019	30/04/2020	DEI COLLEGE ΣΕ IN COOPERATION WITH THE UNIVERSITY OF SUNDERL AND THE UNIVERSIT Y OF LONDON	THESSALONIKI	LECTURER
29/01/2020	31/12/2020	DEMOCRITUS UNIVERSITY OF THRACE FACULTY OF LAW	KOMOTINI	EXPERT SCIENTIST



24/02/2020	12/04/2020	DEMOCRITUS UNIVERSITY OF THRACE FACULTY OF LAW	KOMOTINI	EXPERT SCIENTIST
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Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected – (max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1	2020	The national intervention in the natural gas market concerning the services of general economic interest Under publication	None			12
2	2020	The horizontal direct effect of the provisions of the EU Charter of Fundamental Rights on the occasion of the recent case law of the WEU under publication	None			24
3	2020	Contribution to the “Interpretation of the EU Treaty and the Treaty on the Functioning of the EU Professor Vasilios Skouris (ed.),	yes	Sakkoulas Athens – Thessaloniki	Edited book	ARTICLES 14-15 TEU

						223-227, 229-236, 294, 300-307, 336-339 TFEU
4	2019	Energy Solidarity- Attempt to approach the concept and its aspects,	None	PUBLICATIONS DIGESTA 2019 AVAILABILITY http://www.digestaonline.gr/pdfs/Digesta_Publications/17		68
5	2019	The new mechanism concerning the energy governance in EU	None	DIGESTA ONLINE REVIEW http://www.digestaonline.gr/pdfs/Digesta%202019/argalias.pdf		
6	2017	Duties and Rights of Contracting Parties under the Energy Charter Treaty	None	PUBLICATIONS DIGESTA 2019 Availability http://www.digestaonline.gr/pdfs/Digesta_Publications/16		454
7	2018	EU Safeguard Mechanisms of the rule of law in EU Member States in M. Chrysomallis, The Rule of Law in the EU Legal System,	Yes	NOMIKI BIBLIOTHIKI PUBLICATIONS 2018	Edited book	80-101
8		CJEU 83/14, CHEZ Razpredelenie Bulgaria, 16.07.2015 The principle of	None	Hellenic Review of EU Law Thessaloniki	3/2015	343

		equal treatment in relation with the placing of electricity meters on pylons forming part of the overhead electricity supply network,				
9		Institutional Reforms of the Lisbon Treaty		Hellenic Review of EU Law Thessaloniki	4/2010	511
10		The Common Foreign and Security Policy under the Lisbon Treaty, in M. Chrysomallis (ed.), The Treaty of Lisbon - Thematic Approaches,		N. Katsaros Publications Athens 2009	Edited book	109-142

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					

**Specify venue, geographic location etc*

**Research Projects. List the five (5) more recent and other five (5) selected
(max total 10)**

Ref. Number	Date	Title	Funded by	Project Role*
1	2016-2019	JEAN MONNET PROGRAMME RULE OF LAW IN THE LEGAL ORDER OF THE EU – ACQUIS OR AN AIM	EUROPEAN COMMISSION	RESEARCH TEAM MEMBER

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	01/08/2018- 31/12/2018	DEMOCRITUS UNIVERSITY OF THRACE	CONTRACTOR -CONSULTANT	PLANNING FOR THE DEVELOPMENT OF THE POST GRADUATE PROGRAMME STUDIES OF THE SOUTH EASTERN EUROPE

Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Awarded by:
1	2006- 2016	POST GRADUATE – PART TIME SCHOLAR	DEPARTMENT OF INTERNATIONAL STUDIES FACULTY OF LAW DEMOCRITUS UNIVERSITY OF THRACE
2	2020	CONTRIBUTION TO THE INTERPRETATION OF THE EU TREATY AND THE TREATY ON THE FUNCTIONING OF THE EU PROFESSOR VASILIOS SKOURIS (ed.),	EVENT EXPECTED

Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)			
Ref. Number	Date	Title	Key Activities:
1	5/2020	MEMBER OF THE GREEK ENERGY LAW ASSOCIATION	
2	10/2020	MEMBER OF THE EU LAW ASSOCIATION	



3	2019-2020	PARTICIPATION TO THE LECTURES OF PROFESSOR KONSTANTINOS ILIOPOULOS JUDGE OF THE GENERAL COURT OF THE EU in the energy law	
4	2017	Presentation at the conference: «Energy Sector is moving: "Aspects of the electricity market liberation in Greece", organized by the International law department and the post-graduate programme "International and European Energy Law" of the Faculty of Law of Democritus University of Thrace. (26.05.2017), in the topic of "Developments in energy efficiency and the emissions trading system of greenhouse gases"	
5	2016	Presentation at the conference: "Energy in Southeast Europe: Aspects of International and European Law", organized by the Greek Society of International Law and International Relations in cooperation with the Democritus University and the Municipality of Komotini (12/05/2016), in the topic of "The Greenhouse Gas Emission Trading Scheme in Greece".	
6	2011	Presentation at the conference organized by the Bar Association of Thessaloniki in the topic of: The Greek adaptation to European Union law: A matter of a hard relationship - Adjustment of Greek legislation to EU law - An example (21.06.2011)	
7	2011	Presentation at the meeting, held April 6th, 2011 at the Cultural Center of the Municipality Lefkonas in the topic of: Agricultural Policy and State Aid	



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

KOUTSOURAKI ELENI

Lecturer

Department of Law

School of LAW



FORM: 500.1.04

Short Profile of Academic Staff / Short Curriculum Vitae

Institution:	Philips University
Surname:	KOUTSOURAKI
Name:	ELENI
Rank/Position:	Lecturer
Program of Study:	Law
Scientific Domain: *	International Law, EU Law, Human Rights

**Field of Specialization*

Academic Personnel Short Profile / Short CV

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
Postdoc	2018	Panteion University	International, European and Regional Studies	The implementation of “first country of asylum” of article 35 and “safe third country” of article 38 concepts of the Directive 2013/32/EU in the case of Turkey
PhD	2014	Université Paris II Panthéon Assas	Law Faculty	The rights of asylum seekers in the European Union and their condition in comparative law (France, Greece)



Master 2 Human in Rights and Humanitarian Law	2009	Université Paris II Panthéon Assas	Law Faculty	Social rights of asylum seekers in the European Union and in Greece
Master 1 in International Law		Université Paris I Sorbonne Panthéon	Law Faculty	-
Law Degree		National Kapodistrian University of Athens	Law Faculty	-

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Nicosia, Cyprus	Lecturer
2019	2020	Panteion University of Social and Political Sciences	Athens	Teaching fellow and Researcher in Horizon 2020 project
2019	2019	Democritus University of Thrace	Komotini	Adjunct Lecturer
2013	2017	Institute of International Relations, Panteion University of Social and Political Sciences	Athens	Researcher

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1	2019 (for publica tion)	The respect of rights of the Greek minority and the perspective of entry of Albania in the EU	D. Tsaka	Book chapter, Acts of conference organized by the Greek Society of International Law and International Relations (September 2018)		
2	2019 (for publica tion)	International, regional and national dimensions of the EU-Turkey cooperation in the refugee issue management	T. Antoniou	Book chapter, Acts of conference organized by the Greek Society of International Law and International Relations (April 2019)		
3	2019	The application of the “safe third country” and “first country of asylum” concepts in the case of Turkey		Book chapter (Acts of International Conference), Solidarity in the EU Developments in the field of refugee protection and challenges in the EU and in Greece, Nomiki Bibliothiki, Athens		109-138

4	2018	Refusal of international protection under the EUTurkey Deal		Ordine internazionale et diritti umani / Sapienza, Università di Roma – Intercenter, Università di Messina		55-75
5	2018	Protection from human rights violations in Turkey: comparative analysis of the Highest Greek Courts' rulings in 2017		Immigration Law Review, Nomiki Bibliothiki, Athens, 1/2017		19-28
6	2017	The indefinite detention of undesirable and unreturnable third country nationals in Greece		Refugee Survey Quarterly, Oxford Journals, Oxford University Press, 1/2017		85-106
7 2017		XProcédures d'asile: un défi pour le future régime community: Legal,	ancien Book chapter, On international 331 d'asile	the 317-européen commun political, diplomatic issues, Liber Amicorum Stelios Perrakis, Sideris Publishers		
8	2015	The situation in Greece: systematic, extended and indiscriminate detention		Book chapter (Acts of International Conference), Administrative		75-96

				detention of aliens, Nomiki Bibliothiki, Athens		
9	2015	Extraterritorial asylum procedures in the EU		Book chapter(Acts of International Conference), Developments and challenges in the area of freedom, security and justice of the EU, University of Macedonia Press, Thessaloniki		486- 494
10	2014	Commentary on the decision n° 2258/23.5.2014 of the 1 st Instance Administrative Court of Athens judging illegal the administrative detention of third country nationals over 18 months		Immigration Law Review, Nomiki Bibliothiki, Athens, 1/2014		74-79

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					

* Specify venue, geographic location etc

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1	7/2019-12/2019	IMMERSE (Integration Mapping of Refugee and Migrant Children in Schools and Other Experiential Environments in Europe)	European Union	Research Team Member
2	2018	Les éléments de la démocratie dans les pays du bassin de la Méditerranée	Sapienza, Università di Roma – Intercenter, Università di Messina	Research Team Member
3	7/2017-10/2018	SUCRE (Supporting University community pathways for refugees – migrants)	European Union	Research Team Member
4	7/2016-4/2017	Fundamental rights in practice : European Judicial Training on the rights of persons in need of international protection	European Union	Research Team Member
5	2016	The Return of Rejected Asylum Seekers: Challenges and Good Practices	European Union, European Migration Network (EMN)	Research Team Member
6	2016	Family reunification of third country nationals in Europe	European Union, European Migration Network (EMN)	Research Team Member

7	2015	Changes in immigration status and purpose of stay: an overview of EU Member States approaches Migration Network	European Union, European (EMN)	Research Team Member
8	2015	Determining labour shortages and labour migration needs in the EU	European Union, European Migration Network (EMN)	Research Team Member
9	2014	Policies, practices and data on unaccompanied minors	European Union, European Migration Network (EMN)	Research Team Member
			Migration Network (EMN)	
10	2014	Good Practices in the return and reintegration of irregular migrants: Member States' entry bans policy & use of readmission agreements between Member States and third countries	European Union, European Migration Network (EMN)	Research Team Member

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

**Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.
List the five (5) more recent (Optional Entry)**

Ref. Number	Period	Organization	Title of Position or Service	Key Activities
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**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:
1	2017	Scholarship for postdoctoral research	Greek State Scholarships Foundation (IKY)
2	2007	Scholarship for attendance of seminar and obtainment of Refugee Law Certificate following participation in written exam	René Cassin International Institute of Human Rights

**Other Achievements. List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Key Activities:
1	2019	Deputy Coordinator of the Legal Unit of the Greek Council for Refugees	Coordination of a team consisting of 8 lawyers
2	2013-2018	Attorney at law, Greek Council for Refugees Legal Unit	Legal assistance and representation before national authorities and courts and the European Court of Human Rights, advocacy, trainings, reports
3	2009-2019	Researcher in CRDH (Centre de recherche sur les droits de l'homme) of Paris II University 2009-2014, Researcher in EKEKDAAD (European Centre of Research and Training on Human Rights and Humanitarian Action) of Panteion University 2014-2019	21 communications in international conferences



4	2009-2019	Member of Nafpio Bar Association (Supreme Court Attorney-at-Law)	
5	2009-2014	Member of the editorial board of the “Bulletin on Human Rights Humanitarian Law and Humanitarian Action” published by EKEKDAAD	



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

DEVETZIS DIMITRIOS

Lecturer

Department of Law
School of LAW



Academic Personnel Short Profile / Short CV

Institution:	Philips University
Surname:	DEVETZIS
Name:	DIMITRIOS
Rank/Position:	Lecturer
School:	LAW
Department:	Law
Scientific Domain: *	Law

**Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
Dr. iur. (PhD in Law)	2017	Leibniz University Hanover (LUH)	Faculty of Law	Extra legem-intra ius: Die dingliche Surrogation als Rechtsprinzip. Eine rechtsvergleichende Vertiefung in der Dogmatik des Zivilrechts
M.L.E. (Magister Legum Europa)	2012	Leibniz University Hanover (LUH)	Faculty of Law	Aspekte des Verbraucherschutzes im Europarecht

LL.M. (Master of Laws)	2010	Aristotle University of Thessaloniki (AUTH)	Faculty of Law	The distribution of mobile property of legally separated spouses
LL.B. (Bachelor of Laws)	2008	Aristotle University of Thessaloniki (AUTH)	Faculty of Law	No thesis required

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	NICOSIA, CYPRUS	Lecturer
2019	2020	University of Thessaly	Larissa, Greece	Academic Associate - Lecturer
2018	present	Orthodox University of Congo	Kinshasa, Dem. Republic of Congo	Professor (mostly online teaching)
2018	2018	University of Thessaly	Larissa, Greece	Academic Researcher – Guest lecturer

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/Conference	Vol.	Pages
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1	2018	Die dingliche Surrogation als Rechtsprinzip. Extra legem - intra ius	-	Vandenhoeck & Ruprecht Verlage.	Book	268
2	2013	Die Richtlinie 2011/83/EU ueber die Rechte der Verbraucher: Noch eine Richtlinie oder ein Paradigmenwechsel?	-	Revue hellenique du droit européen	International annual edition	41
3	2012	The protection of personality according to Article 57 of the Greek Civil code and the protection of cultural environment: Aspects of the problematic as enlightened by Greek case law	-	ENOBE Conference on environmental protection and law, Sakkoulas Publications, 2012	1	17
4	2010	Applying the principle of proportionality in the field of civil procedure law	-	"Dikografia" (Journal of the Larissa Bar Association, Greece)	3	28
5	To be published	The concept of pause in Article 4 of the 2003/88/EU Directive	-	To be arranged	To be arranged	22
6	To be published	Loan contracts in Greek, German and French Civil Code: Proposing necessary reforms on the basis of their teleological and historical development	-	To be arranged	To be arranged	18

7	To be published	The distribution and the use of legally separated spouses	-	To be arranged	Book	210
8	To be published	Cultural environment as protection of personality:	an - To be arranged An updated dogmatic	publishobject of the approach	right	Book 120

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					
2					

**Specify venue, geographic location etc*

**Research Projects. List the five (5) more recent and other five (5) selected
(max total 10)**

Ref. Number	Date	Title	Funded by	Project Role*
1	2018-2019	Research projects in Law, Business Public Administration of the postgraduate programs of the University of Thessaly	Research funds of the University of Thessaly	General Coordinator – Scientific administrator - Researcher
2	2018	Preparation of topics of MBA students' theses for the research project: "Law and modern economics"	Research funds of the University of Thessaly	Researcher - Assistant Coordinator

3	2018 - present	Preparation of the conference: "Efficient public administration: Legal and economic issues"	Research funds of the University of Thessaly	General coordinator
4	2018present	Reformations of Congolese Civil Law	Self-funded – Orthodox University of Congo	General coordinator
5	2015-2017	Reforms of Greek legislation during the crisis years	Larissa bar association	Assistant-coordinator
6	2013	German and European Civil and Commercial Law Seminar in the Faculty of Law of the Leibniz University Hanover	Leibniz University Hanover	Researcher – Participant in lectures

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

**Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.
List the five (5) more recent (Optional Entry)**

Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1				

**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:
1	07/2013	Excellency Scholarship for the preparation of a PhD thesis	DAAD

2	04/2010	Excellency Scholarship for the preparation of a PhD thesis	IKY
3	12/2010	First among equals award (LL.M. graduates of AUTH)	AUTH
4	04/2008	First among equals award (LL.B. graduates of AUTH)	AUTH
5	2006-2008	First among equals award (Law students of each academic year)	IKY

**Other Achievements. List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Key Activities:
1	03/2019-08/2019	Work at the Legal Service of the European Commission	Preparing drafts of legal documents, provision of legal advice, legal research (case law and others), participation in meetings, translations of legal documents, participation in a trial at the European Court of Justice
2	2018	Appointed as a Greek Supreme Court Lawyer	



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
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PHILIPS UNIVERSITY

MARIA GEORGIIOU SHIPPI PAPAGEORGIOU

Lecturer

Department of Language Studies and Communications
School of Arts and Sciences

Academic Personnel Short Profile / Short CV

Institution:	Philips University
Surname:	Georgiou Shippi/ Papageorgiou
Name:	Maria
Rank/Position:	Lecturer
School:	Arts and Sciences
Department:	Language Studies and Communications
Scientific Domain: *	Counselling Psychology

**Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Professional doctorate	2017	Glasgow Caledonian University	Psychology	Negative experiences in supervision and growth.
Master practitioner	2014	National Centre for Eating Disorders	Eating disorders	NA
BSc.	2012	University of Southampton	Psychology	Societal pressures and the internalisation of the thin ideal.

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	NICOSIA, CYPRUS	LECTURER
2018	present	European University Cyprus	Nicosia	Special lecturer

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1						
2						

Exhibitions (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1					
2					



**Specify venue, geographic location etc*

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1				
2				

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1				
2				



**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:
1			
2			

**Other Achievements. List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Key Activities:
1	2018	Special Lecturer	Monitoring and confirming that course outlines correspond to course syllabi, reporting to the Head of Department on the quality of the program, identifying needs and making recommendations on course offerings, recommending new books in the area to be purchased for the library, monitoring and confirming that grade rosters are correct, assisting the Head on relevant matters to the program.
2			
3			
4			



APPENDIX VII

PROGRAM CURRICULUM

A. Κατάλογος υποχρεωτικών μαθημάτων και μαθημάτων επιλογής

B. Κατανομή μαθημάτων ανά εξάμηνο

Α. ΚΑΤΑΛΟΓΟΣ ΥΠΟΧΡΕΩΤΙΚΩΝ ΜΑΘΗΜΑΤΩΝ ΚΑΙ ΜΑΘΗΜΑΤΩΝ ΕΠΙΛΟΓΗΣ

Ι. ΥΠΟΧΡΕΩΤΙΚΑ ΜΑΘΗΜΑΤΑ ΚΟΡΜΟΥ

ΚΩΔΙΚΟΣ	ΤΙΤΛΟΣ ΜΑΘΗΜΑΤΟΣ	ΩΡΕΣ/ΕΒΔ.	ECTS
LAW110	Εισαγωγή στην Επιστήμη του Δικαίου	3	5
LAW111	Δημόσιο Διεθνές Δίκαιο	3	5
LAW112	Συνταγματικό Δίκαιο Ι	3	5
LAW113	Ιστορία του Δικαίου	3	5
LAW114	Μεθοδολογία του Δικαίου	3	5
LAW120	Γενικές Αρχές Αστικού Δικαίου	3	5
LAW121	Δίκαιο της Ευρωπαϊκής Ένωσης Ι	3	5
LAW122	Διοικητικό Δίκαιο (Γενικό Μέρος)	3	5
LAW123	Εμπορικό Δίκαιο Ι (Γενικό Μέρος)	3	5
LAW124	Οικογενειακό Δίκαιο	3	5
LAW230	Ενοχικό Δίκαιο (Γενικό Μέρος)	3	5
LAW231	Εμπράγματο Δίκαιο	3	5
LAW232	Ποινικό Δίκαιο Ι (Γενικό Μέρος)	3	5
LAW233	Εμπορικό Δίκαιο ΙΙ (Δίκαιο Ανταγωνισμού)	3	5
LAW234	Δίκαιο της Ευρωπαϊκής Ένωσης ΙΙ	3	5
LAW240	Ενοχικό Δίκαιο (Ειδικό Μέρος)	3	5
LAW241	Ποινικό Δίκαιο ΙΙ (Καταλογισμός – Ποινές)	3	5
LAW242	Εμπορικό Δίκαιο ΙΙΙ/1 (Προσωπικές Εταιρίες)	3	5
LAW243	Συνταγματικό Δίκαιο ΙΙ (Ατομικά και Κοινωνικά Δικαιώματα)	3	5
LAW244	Εργατικό Δίκαιο Ι (Συλλογικό Εργατικό Δίκαιο)	3	5
LAW350	Αστικό Δικονομικό Δίκαιο Ι	3	5
LAW351	Κληρονομικό Δίκαιο	3	5
LAW352	Ποινικό Δίκαιο ΙΙΙ (Ειδικό Μέρος)	3	5
LAW353	Ποινικό Δικονομικό Δίκαιο Ι	3	5
LAW354	Εμπορικό Δίκαιο ΙΙΙ/2 (Κεφαλαιουχικές Εταιρίες)	3	5
LAW360	Αστικό Δικονομικό Δίκαιο ΙΙ	3	5
LAW361	Ποινικό Δικονομικό Δίκαιο ΙΙ	3	5
LAW362	Διοικητική Δικονομία	3	5
LAW363	Εμπορικό Δίκαιο ΙV (Αξιόγραφα)	3	5
LAW364	Εργατικό Δίκαιο ΙΙ (Ατομικό Εργατικό Δίκαιο)	3	5

LAW470	Αστικό Δικονομικό Δίκαιο III	3	5
LAW471	Ποινικό Δικονομικό Δίκαιο III	3	5
LAW472	Ιδιωτικό Διεθνές Δίκαιο	3	5
LAW473	Εμπορικό Δίκαιο V (Πτωχευτικό Δίκαιο)	3	5
LAW474	Φορολογικό Δίκαιο	3	5
LAW480	Αστικό Δικονομικό Δίκαιο IV	3	5
LAW481	Ασκήσεις Αστικού και Αστικού Δικονομικού Δικαίου	3	5
LAW482	Πρακτική Εφαρμογή Ποινικού και Ποινικού Δικονομικού Δικαίου	3	5
LAW483	Ασκήσεις Δικαίου των Επιχειρήσεων	3	5
LAW484	Ασκήσεις Δημοσίου Δικαίου και Διοικητικής Δικονομίας	3	5

II. ΜΑΘΗΜΑΤΑ ΕΠΙΛΟΓΗΣ			
ΚΩΔΙΚΟΣ	ΤΙΤΛΟΣ ΜΑΘΗΜΑΤΟΣ	ΩΡΕΣ/ΕΒΔ.	ECTS
I. ΜΑΘΗΜΑΤΑ ΕΠΙΛΟΓΗΣ ΕΛΛΗΝΙΚΟΥ ΔΙΚΑΙΟΥ (Επιλογή 8 μαθημάτων)			
LAW501	Αρχαία Ελληνικά Δίκαια	3	5
LAW502	Ρωμαϊκό Δίκαιο	3	5
LAW503	Φιλοσοφία του Δικαίου	3	5
LAW504	Κοινωνιολογία του Δικαίου	3	5
LAW505	Δίκαιο Ενέργειας	3	5
LAW506	Ιδιωτικό Δίκαιο Τουρισμού	3	5
LAW507	Δίκαιο Περιβάλλοντος	3	5
LAW508	Διεθνής Προστασία των Δικαιωμάτων του Ανθρώπου	3	5
LAW509	Δίκαιο Μετανάστευσης και Ασύλου	3	5
LAW510	Το Κυπριακό Νομικό Σύστημα	3	5
LAW511	Δίκαιο Πληροφορικής και Διαδικτύου	3	5
LAW512	Δίκαιο Πνευματικής και Βιομηχανικής Ιδιοκτησίας	3	5
LAW513	Δίκαιο Προστασίας του Καταναλωτή	3	5
LAW514	Δίκαιο Ανηλίκων	3	5
LAW515	Η εκπαίδευση κρατουμένων - Σχολεία δεύτερης ευκαιρίας - Εναλλακτική πρόταση «Σωφρονισμού»	3	5
LAW516	Ιατρικό Δίκαιο	3	5
LAW517	Οι Δικηγόροι ως παράγοντες απονομής δικαιοσύνης - Οι περί Δικηγόρων Νόμοι	3	5
HIS180	Σύγχρονη Ευρωπαϊκή Ιστορία	3	5
LAW680	Εισαγωγή στην Κοινωνική Ψυχολογία	3	5
II. ΜΑΘΗΜΑΤΑ ΕΠΙΛΟΓΗΣ ΚΥΠΡΙΑΚΟΥ ΔΙΚΑΙΟΥ – (Επιλογή 8 μαθημάτων)			
LAW601	Ποινικό Δίκαιο και Ποινική Δικονομία	3	5
LAW602	Συνταγματικό Δίκαιο και Ανθρώπινα Διακώματα	3	5
LAW603	Διοικητικό Δίκαιο και Διοικητική Δικονομία	3	5
LAW604	Δίκαιο της Απόδειξης	3	5
LAW605	Αστικά Αδικήματα και Πολιτική Δικονομία	3	5
LAW606	Εταιρικό Δίκαιο	3	5
LAW607	Δίκαιο των Συμβάσεων	3	5
LAW608	Δικηγορία / Δεοντολογία / Πρακτική	3	5
HIS180	Σύγχρονη Ευρωπαϊκή Ιστορία	3	5
LAW680	Εισαγωγή στην Κοινωνική Ψυχολογία	3	5

B. ΚΑΤΑΝΟΜΗ ΜΑΘΗΜΑΤΩΝ ΑΝΑ ΕΞΑΜΗΝΟ

Β. ΚΑΤΑΝΟΜΗ ΜΑΘΗΜΑΤΩΝ ΑΝΑ ΕΞΑΜΗΝΟ

A/A	Τύπος Μαθήματος	Όνομα Μαθήματος	Κωδικός Μαθήματος	Περίοδοι ανά εβδομάδα	Διάρκεια περιόδου	Αριθμός εβδομάδων/ ακαδημαϊκό εξάμηνο	Σύνολο περιόδων/ ακαδημαϊκό εξάμηνο	Αριθμός Πιστωτικών Μονάδων (ECTS)
Α' Εξάμηνο								
1.	Υποχρεωτικό	Εισαγωγή στην Επιστήμη του Δικαίου	LAW110	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Δημόσιο Διεθνές Δίκαιο	LAW111	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Συνταγματικό Δίκαιο Ι	LAW112	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Ιστορία του Δικαίου	LAW113	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Μεθοδολογία του Δικαίου	LAW114	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5

Β' Εξάμηνο

1.	Υποχρεωτικό	Γενικές Αρχές Αστικού Δικαίου	LAW120	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Δίκαιο της Ευρωπαϊκής Ένωσης Ι	LAW121	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Διοικητικό Δίκαιο (Γενικό Μέρος)	LAW122	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Εμπορικό Δίκαιο Ι (Γενικό Μέρος)	LAW123	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Οικογενειακό Δίκαιο	LAW124	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5

Γ' Εξάμηνο

1.	Υποχρεωτικό	Ενοχικό Δίκαιο (Γενικό Μέρος)	LAW230	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Εμπράγματο Δίκαιο	LAW231	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Ποινικό Δίκαιο Ι (Γενικό Μέρος)	LAW232	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Εμπορικό Δίκαιο ΙΙ (Δίκαιο Ανταγωνισμού)	LAW233	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Δίκαιο της Ευρωπαϊκής Ένωσης ΙΙ	LAW234	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5

Δ' Εξάμηνο								
1.	Υποχρεωτικό	Ενοχικό Δίκαιο (Ειδικό Μέρος)	LAW240	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Ποινικό Δίκαιο II (Καταλογισμός – Ποινές)	LAW241	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Εμπορικό Δίκαιο III/1 (Προσωπικές Εταιρίες)	LAW242	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Συνταγματικό Δίκαιο II (Ατομικά και Κοινωνικά Δικαιώματα)	LAW243	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Εργατικό Δίκαιο I (Συλλογικό Εργατικό Δίκαιο)	LAW244	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5
Ε' Εξάμηνο								
1.	Υποχρεωτικό	Αστικό Δικονομικό Δίκαιο I	LAW350	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Κληρονομικό Δίκαιο	LAW351	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Ποινικό Δίκαιο III (Ειδικό Μέρος)	LAW352	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Ποινικό Δικονομικό Δίκαιο I	LAW353	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Εμπορικό Δίκαιο III/2 (Κεφαλαιουχικές Εταιρίες)	LAW354	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5

ΣΤ' Εξάμηνο

1.	Υποχρεωτικό	Αστικό Δικονομικό Δίκαιο II	LAW360	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Ποινικό Δικονομικό Δίκαιο II	LAW361	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Διοικητική Δικονομία	LAW362	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Εμπορικό Δίκαιο IV (Αξιόγραφα)	LAW363	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Εργατικό Δίκαιο II (Ατομικό Εργατικό Δίκαιο)	LAW364	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5

Ζ' Εξάμηνο

1.	Υποχρεωτικό	Αστικό Δικονομικό Δίκαιο III	LAW470	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Ποινικό Δικονομικό Δίκαιο III	LAW471	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Ιδιωτικό Διεθνές Δίκαιο	LAW472	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Εμπορικό Δίκαιο V (Πτωχευτικό)	LAW473	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Φορολογικό Δίκαιο	LAW474	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5

Η' Εξάμηνο

1.	Υποχρεωτικό	Αστικό Δικονομικό Δίκαιο IV	LAW480	3	50 λεπτά	13	39	5
2.	Υποχρεωτικό	Ασκήσεις Αστικού και Αστικού Δικονομικού Δικαίου	LAW481	3	50 λεπτά	13	39	5
3.	Υποχρεωτικό	Πρακτική Εφαρμογή Ποινικού και Ποινικού Δικονομικού Δικαίου	LAW482	3	50 λεπτά	13	39	5
4.	Υποχρεωτικό	Ασκήσεις Δικαίου των Επιχειρήσεων	LAW483	3	50 λεπτά	13	39	5
5.	Υποχρεωτικό	Ασκήσεις Δημοσίου Δικαίου και Διοικητικής Δικονομίας	LAW484	3	50 λεπτά	13	39	5
6.	Επιλογής	Μάθημα Επιλογής		3	50 λεπτά	13	39	5



APPENDIX IX

QUALITY ASSURANCE POLICY

1.0 INTRODUCTION

The vision of Philips University is to be a leading University in the region, by creating and offering Excellence in Teaching, Research and Service with a strong student focus. The predefined mission of (a) educating our students, for successful careers and life achievement, (b) understanding and underpinning the needs and evolutions of our society, (c) creating knowledge and progress, through research and innovation, generate the University's commitment to continuous improvement of Quality Assurance, in which Accountability, Responsibility, Consistency, Transparency and Innovation are *sine qua non*.

The system is built around established central values: Commitment to Excellence, Student Centered, People Oriented, Innovative, Accountable, and Socially Responsible. It is focused on the student, and it is balanced along the main axes of Teaching, Research and Service. The student focus is reflected in the quality management system. The University not only believes that it is better to involve students as active partners, but also endeavors to underline that quality management, by involving customers and key persons, is an essential element of public or private, and business or social-profit organizations. The University aims to sensitize students and staff to this practice of accountability and social responsibility.

Philips University draws upon the potential of motivated people in a motivating workplace. Management, therefore, is also focused on rewarding positive new practices and sharing them rather than overly controlling and disseminating existing practices. The quality assurance targets innovation and flexibility, and wants to avoid rigidity. Staff at the University are intrinsically motivated by customer focus and social responsibility. The fact that they elect to work in a university with a dynamic profile and a focus on performance reward, is an important element in human resources management (HRM). Innovation and flexibility are reflected in the Quality Management System (QMS), and the system itself is subject to regular reviews of efficiency and user-friendliness by the Internal Quality Committee.

Philips University meets the requirements and the scope of the European Standards and Guidelines on Quality Assurance (ESG) utilizing a method of sustainable and Integrated Quality Management (IQM). It focuses both on institutional quality assurance and program quality management.

Programs are described according to the European Credit Transfer System (ECTS). Course descriptions contain the learning outcomes, competence goals, content and study materials, study volume, teaching hours

and teaching methods, and methods for assessment. The course is set according to the European Qualification Framework (EQF) guidelines and national requirements.

Policy data, guidelines and decisions regarding quality management are communicated throughout the organization. Staff and student representatives are involved in outlining the quality management policy.

2.0 INTERNAL QUALITY ASSURANCE COMMITTEE

The Internal Quality Committee has the following composition:

- (a) The Vice-Rector for Academic Affairs, who shall preside;
- (b) one (1) member of the academic staff of each School, having significant scientific work and extensive academic experience covering preferably and, where possible, expertise in quality assurance procedures,
- (c) up to two (2) University members specializing in issues of quality assurance,
- (d) one (1) student representative who is nominated by the body representing the students.

3.0 THE SYSTEM OF INTERNAL QUALITY ASSURANCE

3.1 Internal Quality Assurance at Philips University is conducted in accordance with the *European Standards and Guidelines (ESG)* and the relevant national legislation.

The Internal Quality Assurance Committee has the overall control and supervision of the University's quality assurance system, whereas the central Quality Manager/Coordinator supervise(s) the quality management processes of teaching and learning, research, service-provision, and administration, without being responsible for the results of these key domains. The quality manager is responsible for:

- (a) The coordination and updating of QM procedures and action plans as a central section in the QM handbook.
- (b) The monitoring of the efficiency and use of the central mechanisms and indicators of quality assurance, on institutional level and on program level.
- (c) The supervision of QM reporting for internal and external quality assurance, in cooperation with the academic and the administrative units responsible for providing information.

- (d) Preparing and presiding the decision-making process in the Internal Quality Assurance Committee, and reporting to the top managerial group for final decision-making.
- (e) The coaching of staff working in the QM unit and the supervision of key performance factors that are specific for QM.
- (f) The communication about QM issues and the provision of QM information within Philips University.
- (g) The training of QM competences in personnel with a special focus on managerial functions and QSG-members, the development of QM methods and the deployment of mechanisms specific to QM.

3.2 Quality Assurance Procedure for Academic Departments:

The QA Coordinator submits the SAR (Self- Assessment Report) template to Program Coordinators, via The Departmental Internal Quality Assurance Committee. A selection of a minimum of five faculty members is created by the Program Coordinators, in order to participate in a quantitative research for the quality of a Program.

A qualitative research is conducted by interviewing ten students. The interviews are held by the Program Coordinator. The completed questionnaires are submitted to the Rector's office for any other reference.

For the production of the *SAR (Self- Assessment Report)*, cooperation is necessary among the different departments of the University, such as the Erasmus Office, the Office of Student Affairs, the Research Centre, the Department of Enrollment, the MIS Department, the Administrators and the QA Coordinator. The QA Coordinator and the School Administrators are responsible for submission of a SAR template complete with the following data to the Programs Coordinators:

- (i) Student and Faculty Mobility
- (ii) Student Employability
- (iii) Research Projects related to the Program
- (iv) Assessment Scores
- (v) Study progress
- (vi) Student Demographics
- (vii) Students' Progress
- (viii) F2015 Instructor Evaluation Results
- (ix) Curriculum
- (x) Semester Breakdown

- (xi) Syllabi
- (xii) Faculty info
- (xiii) Faculty CVs

Each Program coordinator is responsible, to develop the SAR and then the Departmental Internal Quality Assurance Committee finalizes it and proposes actions for improvement. The completed SAR is submitted to the Chair of the Department and the Dean of School.

Formulation of action plans concerning the suggestions for further actions made in the SARs, were decided. For this purpose, *Quality Improvement Plan for the Program form* is used in setting priorities for Improvement Plans.

The SAR and the *Quality Improvement Plan for the Program form* obtain approval from the Departmental and School Councils and both are submitted to the Internal Quality Assurance Committee.

Following a brief presentation of the SAR conclusions with emphasis on the Quality Improvement Plan of the Program form by the Program Coordinators involved, a meeting of the Internal Quality *Committee* is scheduled. The meeting is intended, for discussion and endorsement of the Self-Assessment Reports of the reviewed programs.

The Internal Quality Assurance Committee supervises the strategic quality management of the University, i.e. the choice of models and mechanisms in Quality Management, the key performance factors and indicators (KPF/KPI), the definition and the performance of working groups.

Finally, the Program Coordinators deliver a *Mid-term* (every 6 months) and a *Final Implementation Report - Quality Improvement Plan of the Program form* to the Internal Quality Assurance Committee, in order to validate the procedure.

3.2 Quality Assurance Procedure for Administration Departments:

The Policy of Quality Assurance is the main pillar of a coherent institutional Quality Assurance system that forms a cycle for continuous improvement and contributes to the accountability of the institution. The Quality Assurance Policy of Philips University and the Mission statement are crucial documents that are visible to all people involved in the University. The review of how Philips University scores on the strategic elements in this mission, based on quality indicators, is a quality management document.